

TNPL, a well known Paper Manufacturing Company with a turnover of over ₹ 1800 Crore requires the following Executives for its Mills / De-Inking Plant in Kagithapuram, Karur District and for its Multilayer Packing Board Plant to be established in Trichy District, Tamilnadu:

Sl. No.	Name of the Post	No. of Posts	Place of posting	Scale of Pay (₹)	Monthly CTC at the minimum of Pay Scale as of 01/11/2013
<b>(A). Paper Mill /De-inking Plant</b>			Mills / De-Inking Plant in Kagithapuram, Karur District.		
1	General Manager (IT)	1		₹ 52000-1600-64800	₹ 1,60,800/-
2	General Manager (R&D and QC)	1			
3	General Manager (Pulp & Recovery Boiler)	1			
4	Dy.General Manager (Finance)	1		₹ 44000-1400-55200	₹ 1,42,700/-
5	Dy.General Manager (Energy)	1		₹ 35500-1200-47500	₹ 1,21,500/-
6	Assistant General Manager (De-inking Plant)	1		<b>For Sr. Mgr.:</b> ₹ 30500-1000-40500	<b>For Sr. Mgr.:</b> ₹ 1,02,900/-
7	Senior Manager (HR) / Dy.Manager (HR)	2		<b>For Dy. Manager:</b> ₹ 23500-600-29500	<b>For Dy. Manager:</b> ₹ 82,900/-
8	Dy.Manager (Purchase) (De-inking Plant)	1		₹ 19500-500-24500	₹ 69,700/-
9	Assistant Manager (Electrical)	2			
<b>(B). Unit-II (Multilayer Packing Board Plant)</b>			Initial place of posting at Mills at Kagithapuram, Karur District.		
10	Dy.General Manager (Production)	1		₹ 44000-1400-55200	₹ 1,42,700/-
11	Manager (Finance)	1		<b>For Manager:</b> ₹ 28000-800-36000	₹ 95,000/-
12	Manager (Projects) / Deputy Manager (Projects) – Electrical	1		<b>For Dy. Manager:</b> ₹ 23500-600-29500	₹ 82,900/-
13	Dy.Manager (HR)	1		<b>For Asst. Manager:</b> ₹ 19500-500-24500	₹ 69,700/-
14	Assistant Manager (Security) / Officer (Security)	1		<b>For Officer:</b> ₹ 16000-400-20000	₹ 58,400/-

For details relating to age, qualification, experience, etc., please visit TNPL's website [www.tnpl.com](http://www.tnpl.com). Biodata format is available in our website.

Candidates who conform to the job requirements as given in the website may apply in the above format by post in strict confidence superscribing the name of the post within 15 days from the date of release of this advertisement to:

**GENERAL MANAGER (HR)**  
**TAMILNADU NEWSPRINT AND PAPERS LIMITED**  
**Kagithapuram-639 136, Karur District, Tamilnadu.**

giving full details of age, qualification with year of passing, experience, community, salary drawn and position being held along with copies of testimonials towards proof for the same.

**Applicants should enclose documentary proof for Date of Birth, Community, Educational Qualifications, Class & Percentage of marks, Experience etc., along with the Biodata form. Biodata form with insufficient documentary proof will be summarily rejected.**

**Last date for receipt of applications : 05/12/2013**

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**DIPR/1396/Display/2013**

**[www.tnpl.com](http://www.tnpl.com)**

**1. GENERAL MANAGER (IT) :-**

No.of vacancy	:	1
Reservation	:	General Turn
Qualification	:	First Class full time any Engineering Degree / MCA/M.Sc.(IT).
Age	:	Minimum 49 years as on 01/11/2013
Experience	:	<p>Should have minimum 27 years of post qualification experience as on 01/11/2013.</p> <p>Candidates should possess experience in development and maintenance of large enterprises-wide integrated software system using Oracle and other contemporary internet technologies. Should have headed the IT Department of a large manufacturing organization at least 3 years.</p> <p>In the last 8 years, experience in Oracle ERP implementation or support management for a period of minimum 5 years. Responsible for LAN, CAN, WAN, VPN networks. Major responsibilities include planning, strategizing and overseeing the selection and maintenance of appropriate software, hardware and network technologies. Must liaise with vendors of hardware, software and internet service providers, advise the top management about the path forward in information Technology.</p>

**2. GENERAL MANAGER (R & D AND QC) :-**

No. of vacancy	:	1
Reservation	:	General Turn
Qualification	:	Should possess 3 years full time First Class B.Sc.(Chemistry) Degree and 2 years full time First Class M.Sc.(Chemistry).  M.Phil and / or Ph.D from any recognized University is preferred.
Age	:	Minimum 49 years as on 01/11/2013
Experience	:	Should have minimum 27 years of post qualification experience as on 01/11/2013 in Research & Development, Process Control, Product Development and Quality Control functions in large integrated Pulp and Paper Mill (or) in a Research Institute / University in the areas related to Pulp and Paper Technology.  Should have been served in the Senior level position for minimum 5 years.  The selected candidate is required to head the R & D and Quality Control Department.

**3. GENERAL MANAGER (PULP & RECOVERY BOILER) :-**

No. of vacancy	:	1
Reservation	:	General Turn
Qualification	:	<p>First Class full time B.E. / B.Tech. in Chemical Engineering / Chemical Technology / Pulp &amp; Paper Technology.</p> <p style="text-align: center;"><b>(or)</b></p> <p>Full time Arts / Science Degree with First Class full time PG Diploma in Pulp and Paper Technology awarded by Indian Institute of Technology, Roorkee / University of Roorkee.</p>
Age	:	Minimum 49 years as on 01/11/2013
Experience	:	<p>Should have minimum 27 years of post qualification experience as on 01/11/2013 in Production and Production planning of Chemical / Mechanical Pulping Line of capacity not less than 100 tpd and / or operation of Soda Recovery plant consisting of multiple effect evaporators to concentrate black liquor to 70% solids, Recovery Boilers firing black liquor solids at 70% concentration without direct contact evaporator, Causticizing plant with CD filters, lime sludge reburning kilns etc. Should have been working in a senior position for a minimum period of 5 years.</p> <p>Exposure to operation of Intergrated / Non-intergarated chlorine di-oxide plants and of pulping line Elemental Chlorine Free bleaching operations with Distributed Control System (DCS) will be preferred. Selected candiate will be fully responsible for the operation and maintenance of the Pulp Mills consisting of Chemical Wood and Chemical Bagasse Pulping Lines and other sections like Wood Yard, Chippers, Bagasse handling, Chlorine Di-oxide Plant, Wet lap Pulp Production etc., and complete Soda Recovery Plant.</p>

**4. DEPUTY GENERAL MANAGER (FINANCE) :-**

No. of vacancy	:	1
Reservation	:	General Turn
Qualification	:	Chartered Accountant (CA) (or) Cost and Works Accountant (ICWA)
Age	:	Minimum 46 years as on 01/11/2013
Experience	:	<p>Should have minimum 24 years of post qualification experience in reputed industrial organizations as on 01/11/2013. Should have been working in a Senior position for a minimum period of 3 years in the Accounts / Finance Department of a large continuous process industry.</p> <p>The incumbent will be responsible for Finance, Costing and Accounting functions including Taxation, Resource Mobilization, Funds Management etc.</p>

**5. DEPUTY GENERAL MANAGER (ENERGY) :-**

No. of vacancy	:	1
Reservation	:	General Turn
Qualification	:	First Class full time B.E. / B.Tech. in Mechanical Engineering.  BOE Certificate (with due endorsement of Director of Boilers, Tamilnadu for those obtained in other States).
Age	:	Minimum 46 years as on 01/11/2013
Experience	:	<p>Should have minimum 24 years of post qualification experience as on 01/11/2013 in the operation and maintenance of Thermal Power Plants or Captive Power Generating Plants / Co-Generation Power Plants of which the last 4 years experience should be in the operation and maintenance of Thermal Power Plants or Captive Power Generating Plants / Co-generation Power Plants of capacity 40 MW and above operating with steam pressure of 85 kg/cm<sup>2</sup> and above.</p> <p>(Details of capacity of TG set, type of combustion in Boilers, evaporation rate, steam pressure and temperature of Boilers etc., in which the candidates worked, along with duration of experience in each of the company / organization worked are to be furnished without fail.)</p> <p>The incumbent will be responsible for operation and maintenance of Co-generation power plant and other utilities like Water Treatment / DM Plant, compressed air system, VAM, etc, Knowledge on DCS operation is essential.</p>

**6. ASSISTANT GENERAL MANAGER (DE-INKING PLANT) :-**

No. of vacancy	:	1
Reservation	:	General Turn
Qualification	:	First Class full time B.E./B.Tech. in Chemical Engineering / Chemical Technology / Pulp & Paper Technology.  (or) Full time Arts / Science Degree with First Class full time PG Diploma in Pulp & Paper Technology awarded by Indian Institute of Technology, Roorkee / University of Roorkee.
Age	:	Minimum 43 years as on 01/11/2013
Experience	:	Should have minimum 21 years of post qualification experience as on 01/11/2013 in a large scale Pulp & Paper Mill in Production and Production planning of Chemical / Mechanical pulping line of capacity not less than 100 tpd and / or De-inking Pulp line producing newsprint grade / printing & writing grade pulp of capacity not less than 100 tpd.  Candidates have to specify in details the capacity and sequence / configuration of the Pulping lines and De-inking Pulp lines without fail.



**7. SENIOR MANAGER (HR) / DEPUTY MANAGER (HR) :-**

No. of vacancies	:	2
Reservation	:	General Turn – 1; MBC/DNC -1
Qualification	:	<p>Full time Arts / Science /Engineering Degree and First Class 2 years full time M.A. (Social Work) with specialization in Personnel Management / Industrial Relations / Labour Welfar / HRM</p> <p style="text-align: center;"><b>(or)</b></p> <p>Full time Arts / Science / Engineering Degree and First Class 2 years full time MBA with specialization in HR</p>
Age	:	<p><b><u>For Senior Manager:</u></b> Minimum 39 years as on 01/11/2013</p> <p><b><u>For Deputy Manager</u></b> Minimum 34 years as on 01/11/2013</p>
Experience	:	<p><b><u>For Senior Manager:</u></b> Minimum 17 years of post qualification experience as on 01/11/2013.</p> <p><b><u>For Deputy Manager</u></b> Minimum 12 years of post qualification experience as on 01/11/2013.</p> <p>In the executive cadre of an organisation of repute dealing with all HR functions like Manpower Planning, Recruitment, Employee Relations, Wage &amp; Salary administration, Welfare, Contract Labour Administration, various Community Development activities under Corporate Social Responsibility, Training and Development activities, Engagement of Act Apprentices etc.</p> <p>Should be well versed with Labour Laws and be required to appear before various statutory authorities. Should be well versed with initiatives like Competency Mapping, Balance Score Card, Knowledge Management etc.</p> <p>Candidates should have fluency in spoken and written Tamil.</p> <p>Knowledge in Computer and Computer Applications in HR will be an added advantage.</p> <p>(Post qualification experience will be calculated after acquiring M.A. (Social Work) / MBA)</p>

**8. DEPUTY MANAGER (PURCHASE):- (For De-Inking Plant)**

No. of vacancy	:	1
Reservation	:	BC (Other than BC Muslim)
Qualification	:	First Class full time Engineering Degree with First Class Post Graduate Diploma in Materials Management. (or) First Class full time MBA (or) First Class full time Degree in Arts / Science / Commerce with First Class Post Graduate Diploma in Materials Management / MBA
Age	:	Minimum 34 years as on 01/11/2013
Experience	:	Should have minimum 12 years of post qualification experience as on 01/11/2013 in a manufacturing organization, preferably in a continuous process industry. Candidates should be conversant with tendering, evaluation and ordering process for various bulk materials, chemicals etc., and overall Purchase functions. Experience in computerised environment and ERP shall be an added advantage.  (Post qualification experience of minimum 12 years will be calculated after acquiring Post Graduate Diploma in Materials Management / MBA)

**9. ASSISTANT MANAGER (ELECTRICAL):-**

No. of vacancies	:	2
Reservation	:	General Turn – 1; MBC/DNC - 1
Qualification	:	First Class full time B.E. / B.Tech. in Electrical and Electronics Engineering.
Age	:	Minimum 29 years as on 01/11/2013
Experience	:	Should have minimum 7 years of post qualification experience as on 01/11/2013 in installation, commissioning, operation and maintenance of LT/HT electrical equipments, switchgears etc., in any industrial establishment involved in manufacturing / production of commodities, consumer products, chemicals, metals, power etc., or in the manufacture of electrical equipments and components for LT/HT electrical distribution systems or in a large scale construction company involved in erection and commissioning of Plant & Machinery or construction of commercial complexes, IT Parks, infrastructure development etc. or Port Trusts / Air Ports.

**10. DEPUTY GENERAL MANAGER (PRODUCTION):-**

No. of vacancy	:	1
Reservation	:	BC (Other than BC Muslim)
Qualification	:	<p>First Class full time B.E. / B.Tech. in Chemical Engineering / Chemical Technology / Pulp &amp; Paper Technology.</p> <p style="text-align: center;"><b>(or)</b></p> <p>Full time Science Degree with First Class full time Post Graduate Diploma in Pulp and Paper Technology awarded by Indian Institute of Technology, Roorkee / University of Roorkee.</p>
Age	:	Minimum 46 years as on 01/11/2013
Experience	:	<p>Should have minimum 24 years of post qualification experience as on 01/11/2013 in the operation, production and production planning of high speed paper machines and / or Multilayer Coated Paper Board machine with DCS, QCS, Automation etc., of which the past 6 years should have been working in a senior position in a Multilayer Coated Paper Board machine.</p> <p>Details of experience indicating machine speed, deckle, products manufactured, annual production capacity, period of working etc., have to be furnished without fail.</p> <p>The incumbent will be responsible for planning, co-ordination and operation of Multilayer coated board manufacturing machine. Should have adequate knowledge on QCS, DCS and Automation systems.</p>

**11. MANAGER (FINANCE):-**

No. of vacancy	:	1
Reservation	:	BC-1 (Other than BC Muslims)
Qualification	:	Chartered Accountant (CA) (or) Cost and Works Accountant (ICWA)
Age	:	Minimum 37 years as on 01/11/2013
Experience	:	Should have minimum 15 years of post qualification experience as on 01/11/2013. Candidates should have worked in Finance and Accounts Department of a reputed manufacturing company and should have exposure in the areas of Project Finance, Resource Mobilisation, Funds Management, Cost Control and Performance Monitoring. Working experience in an ERP environment with exposure to IFRS is preferred.

**12. MANAGER (PROJECTS) /****DEPUTY MANAGER (PROJECTS) – ELECTRICAL:-**

No. of vacancy	:	1
Reservation	:	MBC/DNC
Qualification	:	First Class full time B.E. / B.Tech. in Electrical and Electronics Engineering.
Age	:	<b><u>For Manager:-</u></b> Minimum 37 years as on 01/11/2013.  <b><u>For Dy. Manager:-</u></b> Minimum 34 years as on 01/11/2013.
Experience	:	<b><u>For Manager:-</u></b> Should have minimum 15 years of post qualification experience as on 01/11/2013.  <b><u>For Dy. Manager:-</u></b> Should have minimum 12 years of post qualification experience as on 01/11/2013.  In installation, commissioning, operation and maintenance of LT/HT electrical equipments, switchgears etc., in any industrial establishment, involved in manufacturing / production of consumer products, chemicals, metals, power etc., or in the manufacture of electrical equipments and components for LT/HT electrical distribution systems or in a large scale construction company involved in erection and commissioning of Plant & Machinery or in an organization involved in construction of commercial complexes, IT Parks, infrastructure development etc. or Port Trusts / Air Ports.

**13. DEPUTY MANAGER (HR) :-**

No. of vacancy	:	1
Reservation	:	MBC/DNC
Qualification	:	Full time Arts / Science /Engineering Degree and First Class 2 years full time M.A. (Social Work) with specialization in Personnel Management / Industrial Relations / Labour Welfare / HRM. <b>(or)</b> Full time Arts / Science / Engineering Degree and First Class 2 years full time MBA with specialization in HR.
Age	:	Minimum 34 years as on 01/11/2013
Experience	:	Should have minimum 12 years of post qualification experience as on 01/11/2013 in the executive cadre of an organisation of repute in HR Department dealing with dealing with Recruitment, Performance Appraisal, Labour and Labout Laws, Labour Welfare, Training, Industrial Relations, Counseling, Grivance redressal etc.,  Candidates should have fluency in spoken and written Tamil.  Knowledge in Computer and Computer Applications in HR will be an added advantage.  (The post qualification experience of minimum 12 years will be calculated after acquiring M.A. (Social Work) / MBA.)

**14.ASSISTANT MANAGER (SECURITY) / OFFICER (SECURITY):-**

No. of vacancy	:	1
Reservation	:	BC (other than BC Muslims)
Qualification	:	Ex-servicemen with minimum qualification of Graduation in the rank of Junior Commissioned Officers.  <b>(or)</b> Ex-servicemen with Matriculation who have put in not less than 15 years of military service and who are considered equal to Graduates for Group-C posts (Govt. of India)
Age	:	<b><u>For Assistant Manager:-</u></b> Minimum 29 years as on 01/11/2013  <b><u>For Officer:-</u></b> Maximum 30 years as on 01/11/2013
Experience	:	<b><u>For Assistant Manager:-</u></b> Should have minimum 7 years of post military experience as on officer in a large size industry looking after Industrial Security as on 01/11/2013.  <b><u>For Officer:-</u></b> Should have minimum 5 years of post military experience as on officer in a large size industry looking after Industrial Security as on 01/11/2013.  Candidates should know to read and write in Tamil and English. Proficiency in Computer operation will be an added advantage. Candidates should enclose attested copies of Post Military Industrial Security experience without fail.

**Location for the posts mentioned above:**

From Sl. No. 1 to 9, place of posting will be at Paper Mills / De-Inking Plant at Kagithapuram, Karur District, Tamilnadu.

From Sl. No. 10 to 14, initial place of posting will be at Paper Mills at Kagithapuram, Karur District, Tamilnadu.



**NOTE:**

***Applications received through post with requisite information / supporting documents will only be considered. Applications with insufficient information will be summarily rejected.***

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