

## SPECIAL RECRUITMENT DRIVE

बामर लॉरी एण्ड कं. लिमिटेड  
(भारत सरकार का एक प्रतिष्ठान)  
**Balmer Lawrie & Co. Ltd.**  
(A Government of India Enterprise)

Needs professionals

### THE COMPANY

Balmer Lawrie, a public sector company under the Ministry of Petroleum & Natural Gas, is a professionally managed, multi-location, diversified conglomerate having presence in manufacturing as well as services sectors, with a consistent track record of growth and profitability. High standards of customer service, innovative outlook and dedicated human resources have enabled the Organization to achieve leadership position in many of its businesses.

### PRODUCTS AND SERVICES

The Company operates in various business segments through Strategic Business Units [SBUs] and Joint Venture Companies [JVCs]. It is the market leader in Industrial Greases & Specialty Lubricants, Steel Barrel, Corporate Travel and Logistics Services. The Company also has significant presence in most of the other businesses it operates in, namely, Refinery & Oil Field Services [ROFS], Leather / Performance Chemicals, Logistics Infrastructure, etc.

### CURRENT OPENINGS

As part of a **Special Recruitment Drive** for SC, ST & OBC- Non-Creamy Layer (NCL) categories, the company is looking for qualified and experienced Indian Nationals to man a key role in the Junior Management level as per details given below:

S. No	Role	Level (Grade)	SBU-Location	No. of Vacancies	Minimum Qualification**	Max Age	Minimum Post Qualification Relevant Experience (years)
1	<a href="#">Assistant Manager (E1)</a>	Executive Cadre; Grade E1	Any SBU/Function - location where the Company has its operations	Total posts - 12 (Twelve) (Reserved for: SC - 3 ST - 2 OBC(NCL) - 7) All posts are reserved.	MBA (or equivalent)	For SC/ST - 30 years* For OBC (NCL) - 28 years*	1 year for E1 (Preference shall be given to candidates who have experience in IT & HR Functions and/or in the following Industries: (a) Chemical Manufacturing & Selling, (b) Logistics (Freight Forwarding, Cold-chain, Container Freight Station/ Inland Container Depot) and (c) Sheet Metal fabrication and selling

\*The Maximum age indicated is applicable for candidates belonging to SC/ ST/ OBC (NCL) category. Relaxation of age criteria for PWD and Ex-Servicemen shall be as per Government Guidelines.

\*\* All qualifications should be from AICTE/UGC recognized/affiliated institutes/colleges/universities wherever applicable. **Qualifications should have been attained on or before 01.01.2014.**

### Note:

1. The cut-off date for post qualification relevant experience & maximum age is **19.04.2016**.
2. Avenues for career growth in the organization shall be governed by the prevailing rules & practices depending on the qualification & performance.

### HOW TO APPLY

Please register yourself using the link [https://careers.balmerlawrie.com/sap/bc/webdynpro/sap/hrrcf\\_a\\_candidate\\_registration?sap-client=100#](https://careers.balmerlawrie.com/sap/bc/webdynpro/sap/hrrcf_a_candidate_registration?sap-client=100#)

**After creation of your profile, please apply against the appropriate job by going into the "Employment Opportunities" tab.**

Last date for submission of applications is **21.05.2016**.

## COMPENSATION

Grade(s)	Basic Scale (Rs.)	CTC Range (Rs / lakhs per annum)
E1	16400 - 40500	7 - 12

CTC shall include Basic Pay, DA, HRA, Other Perks & Allowances, Performance Related Pay, encashment of earned leaves, Pension Scheme benefits, work related benefits and Retiral benefits as applicable. (Post-Retirement Medical Coverage Scheme is applicable to candidates who are 50 years of age or below as on date on which they come on the regular rolls of the Company. However, this condition shall not be applicable in case of candidates who join after resigning from any CPSE, provided the total of past service in the CPSE and future service in the company till the date of normal retirement is 10 years or more).

Selected candidate for the above position shall be placed in the appropriate Grade and Scales of Pay, and actual compensation package offered shall depend on qualification, experience, etc. Deserving candidates can be paid higher compensation based on qualification & quality of experience.

## CONCESSIONS, RELAXATIONS & RESERVATION

- The Caste/Tribe/Community certificate issued by the following authorities in the prescribed form for SCs/STs and for OBCs as attached at Annexure I & II shall only be accepted as proof in support of a candidate's claim as belonging to the Scheduled Caste or the Scheduled Tribe or the Other Backward Class.
  - (i) District Magistrate/Additional District Magistrate/Collector /Deputy Commissioner/Additional Deputy Commissioner/ Deputy Collector/1<sup>st</sup> Class Stipendary Magistrate/Sub Divisional Magistrate/Taluka Magistrate / Executive Magistrate / Extra Assistant Commissioner.
  - (ii) Chief Presidency Magistrate/ Additional Chief Presidency Magistrate/Presidency Magistrate;
  - (iii) Revenue Officer not below the rank of Tehsildar; and
  - (iv) Sub-Divisional Officer of the area where the candidate and/or his family normally resides.
- The Upper age limit for Persons with Disabilities (PwD) candidates is relaxable by 10 years (as per DOPT OM No. 15012/1/2003-Estt.(D) dated 29/06/2015). Persons with 40% or more Disability shall be eligible for relaxation. Certificate in the prescribed format as attached at Annexure III shall only be accepted as proof of disability.
- Reservation for Persons with Disabilities as per Govt. rules. PWD candidates in any of the three categories (Blindness or Low Vision; Hearing Impaired; and Locomoter disability or Cerebral Palsy) are eligible to apply.
- Reservation of posts for SC, ST, OBC (NCL) is be as per presidential directives.
- Upper age limit is relaxable for Ex-Servicemen as per extant applicable rules issued by the Competent Authority.

## PLACE OF POSTING

The place of posting can be anywhere in India or abroad depending on the exigencies of work.

The Company reserves the right to create a panel through empanelment of candidates if more than one candidate is found suitable and offer employment opportunity to such empaneled candidate in future in similar role at same or different location.

Please read [The Other General Conditions](#) before applying for the positions.

**PERSON PROFILES**

Position Title	<b>Assistant Manager (E1)</b>
SBU/Function	Any SBU/Function/location where the Company has its operations
Level & Grade	Assistant Manager; Junior Management; Executives' Grade E1
Qualification	MBA (or equivalent). Qualifications should be from AICTE/UGC recognized/affiliated institutes/colleges/universities. Qualifications should have been attained on or before 01.01.2014.
Indicative Job Description	<p>The key role and responsibilities will be to:-</p> <ol style="list-style-type: none"><li>Assume frontline/ operational responsibilities as a managerial resource in assigned Strategic Business Unit or in Corporate IT &amp;/or HR Functions</li><li>Act as a member of the execution team and deliver on assigned targets/ projects</li><li>Contribute as a cross-functional team member in system augmentation initiatives in her/ his unit/ department</li><li>Independently take charge of diagnostic projects/ improvement initiatives in assigned work area</li><li>Develop, build and maintain cordial business relations with all stakeholders</li><li>Adopt and adapt to various on-the-job learning assignments on a continuous basis</li><li>Learn and lead implementation of various compliances as applicable in the assigned role</li><li>Manage, maintain and report on information/ data related to her/ his assigned work area</li><li>The above list is only indicative and not exhaustive.</li></ol>
Experience Profile	Should have minimum post qualification relevant experience of 1 year for E1 as on the date of notification. <i>(Preference shall be given to candidates who have experience in IT &amp; HR Functions and/or in the following Industries (a) Chemical Manufacturing &amp; Selling, (b) Logistics (Freight Forwarding, Cold-chain, Container Freight Station/ Inland Container Depot) and (c) Sheet Metal fabrication and selling</i>
Maximum Age	Maximum age as on the date of notification should be as follows: For SC/ST candidates- 30 years, For OBC(NCL) candidates - 28 years <i>(The Maximum age indicated is applicable for candidates belonging to SC/ ST/ OBC (NCL) category. Relaxation of age criteria for PWD and Ex-Servicemen shall be as per Government Guidelines.)</i>
	<a href="#">GO TO TOP</a>

### Other General Conditions:

1. Before applying for the post, candidates should ensure that he/she fulfils the MINIMUM ELIGIBILITY and other criteria mentioned in this advertisement. BALMER LAWRIE & CO. LTD. being the Appointing Authority would be free to reject any application at any stage of the recruitment process, if the candidate is found ineligible for the post for which he/she has applied. No correspondence shall be entertained in this regard.
2. In case the post applied for is not mentioned clearly & correctly an application is LIABLE FOR BEING REJECTED SUMMARILY
3. Incomplete applications, applications not as per the prescribed format or applications received after the due date ARE LIABLE FOR BEING REJECTED SUMMARILY.
4. Request for change of Mailing address / Email / category / posts as mentioned in the application shall not be entertained.
5. The prescribed qualification / experience are the minimum and mere possession of the same does not entitle a candidate for shortlisting and or final selection. Candidates shall be shortlisted based on the relevance and quality of experience vis-à-vis the requirements of the advertised role. The Company's decision shall be final in this regard.
6. All qualifications should be from AICTE/UGC recognized/affiliated institutes/colleges/universities.
7. The job description mentioned above is only indicative. It may change based on the requirement of the company and discretion of the management.
8. Only short listed candidates who are found prima facie eligible based on the details given in the application form shall be called for the written test and / or personal interview as the case may be.
9. Category (SC/ST/OBC/PWD) once mentioned in the application form shall not be changed and no benefit of other category shall be admissible later on.
10. The OBC candidates who belong to "CREAMY LAYER" are not entitled for relaxation of age and/or for consideration against reserved positions
11. Relaxations / Reservations etc for SC/ST, PWD and OBC (Non Creamy Layer) shall be as per Government Rules/Presidential Directives.
12. Candidates from SC/ST/OBC (non-creamy layer) category should produce the original caste certificate issued by Competent Authority in the prescribed format as per the guidelines of Government of India in support of their claim, at the time of interview. In case, the candidate fails to produce the certificate issued by Competent Authority, his / her candidature shall not be considered and his/ her travelling expenses shall not be reimbursed.
13. Candidature of the candidate is liable to be rejected at any stage of the recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or is not found in conformity with eligibility criteria mentioned in the advertisement.
14. The Company reserves the right to relax age in case of candidates with longer years of experience/in case of exceptionally qualified or experienced candidates.
15. The Company reserves the right to fill or not to fill all or any of the advertised positions without assigning any reason whatsoever.
16. The Company reserves the right to shortlist candidates depending upon the number of vacancies and application received, etc., and also to decide the modalities for recruitment whether through Interview / Written Test/ Group Discussion or all of these and the venue/schedule thereof.
17. The Company reserves the right to offer position in appropriate lower Grade & Salary.
18. Any canvassing directly or indirectly by the applicant shall disqualify his/her candidature. Any dispute with regard to recruitment against this advertisement shall be settled within the jurisdiction of Kolkata Court only.
19. The candidates should clearly and correctly write their mobile number and correct email address. Please note that the intimation for interview shall be given through email addresses only.
20. Those short listed for interview shall be intimated through 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 (All the Mark sheets & Certificates)
  - Service Certificate of past employment & proof of date of joining & its continuity in the present Organization
  - Last Salary Certificate/ Payslips (Last 3 months) (if applicable)
  - Copy of Scheduled Caste/ Scheduled Tribe/ Other Backward Class (OBC)/ Persons with Disability (PWD) 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 documents, the candidate may not be allowed to appear for interview and in that case, no travel expenses shall be reimbursed.
21. Out Station Candidates called for Interview for the post of Assistant Manager shall be entitled for to & fro travel reimbursement limited to AC 3 tier rail fare 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. Candidates providing mailing address of a country other than India, in the application form, shall be reimbursed to and fro rail fare, as per entitlement mentioned above, from the port of arrival in India to the venue of interview by the shortest route as per rules. The candidate shall be required to fill in the Travelling Allowance (TA) form at the Interview centre and submit proof for travel undertaken.
22. The number of vacancies is indicative. The Company reserves the right to increase or decrease the number of vacancies purely on need basis at any point of time during recruitment process.
23. The Location/ Place of posting mentioned are indicative, selected candidate shall be required to work in any location in India or outside the Country including assignments to Company's Joint Ventures/ Associates.
24. Outstation candidates called for interview shall be reimbursed travel expenses as per the rules of the Company.
25. In respect of exceptionally qualified & qualitatively experienced candidates the minimum overall years of experience as prescribed, may be relaxed at the sole discretion of the Company.
26. Online submission of application is permitted on the website between 0000 hours on **19.04.2016** till 2359 hours on **21.05.2016**.
27. In case it is found at any stage that the candidate is not meeting the requirements as laid down in the advertisement, his/her candidature may be cancelled.
28. In case it is found at any stage that the candidate has given incorrect 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.
29. Balmer Lawrie 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 shall be entertained.
30. The court of jurisdiction for any dispute shall be at Kolkata.

\*\*\*\*\*

[GO TO TOP](#)

**FORM OF SCHEDULED CASTE/TRIBE CERTIFICATE**

This is to certify that Shri/Shrimati\*/Kumari\* \_\_\_\_\_ son/daughter\* of \_\_\_\_\_ village/town\* \_\_\_\_\_ in District/Division\* \_\_\_\_\_ of the State/Union Territory\* \_\_\_\_\_ belongs to the \_\_\_\_\_ Caste/Tribe which is recognized as a Scheduled Caste/Scheduled Tribe\* under:

\*The Constitution (Scheduled Castes) Orders, 1950:

\*The Constitution (Scheduled Tribes) Order, 1950;

\*The Constitution (Scheduled Tribes) (Union Territories) Order, 1950;

\*The Constitution (Scheduled Tribes) (Union Territories) Order, 1951:

{as amended by the Scheduled Castes and Scheduled Tribes List (Modification Order, 1956, the Bombay Recognition Act, 1960, the Punjab Recognition Act, 1966, the State of Himachal Pradesh Act, 1970, the North Eastern Areas (Recognition) Act, 1971 and the Scheduled Castes and Scheduled Tribes Orders (Amendment) Act, 1976}

\*The Constitution (Jammu and Kashmir) Scheduled Order, 1956;

\*The Constitution (Andaman and Nicobar Islands) Scheduled Tribes Order, 1959 as amended by the Scheduled Castes and Scheduled Tribes Orders (Amendment) Act, 1976;

\*The Constitution (Dadra and Nagar Haveli) Scheduled Castes Order, 1962;

\* The Constitution (Dadra and Nagar Haveli) Scheduled Tribes Order, 1962;

\*The Constitution (Pondicherry) Scheduled Castes Order, 1964;

\* The Constitution (Scheduled Tribes) (Uttar Pradesh) Order, 1967;

\* The Constitution (Goa, Daman and Diu) Scheduled Castes Order, 1968;

\* The Constitution (Goa, Daman and Diu) Scheduled Tribes Order, 1968;

\* The Constitution (Nagaland) Scheduled Tribes Order, 1970.

\* The Constitution (Sikkim) Scheduled Tribes Order, 1978.

2. Shri/Shrimati\*/Kumari\* \_\_\_\_\_ and/or\* his/her\* family ordinarily reside(s) in village/town\* \_\_\_\_\_ of \_\_\_\_\_ District/Division\* of the State/Union Territory\* of \_\_\_\_\_.

Signature \_\_\_\_\_

Designation \_\_\_\_\_

(with seal of office) State/Union Territory

Place \_\_\_\_\_

Date \_\_\_\_\_

\_\_\_\_\_ \* Please delete the words which are not applicable.

**Note:** The term “Ordinarily resides” used here shall have the same meaning as in Section 20 of the Representation of the Peoples Act, 1950.

**FORM OF CERTIFICATE TO BE PRODUCED BY OTHER BACKWARD CLASSES APPLYING FOR APPOINTMENT TO POSTS UNDER  
THE GOVERNMENT OF INDIA**

This to certify that Shri/Smt./Kumari \_\_\_\_\_ son/daughter of \_\_\_\_\_ of village/town \_\_\_\_\_ in District/Division \_\_\_\_\_ in the State/Union Territory \_\_\_\_\_ belongs to the \_\_\_\_\_ community which is recognised as a backward class under the Government of India, Ministry of Welfare Resolution No.12011/68/93-BCC(C) dated 10th September, 1993 published in the Gazette of India Extraordinary Part I Section I dated 13th September, 1993\*. Shri/Smt./Kumari \_\_\_\_\_ and/or his/her family ordinarily reside(s) in the \_\_\_\_\_ District/Division of the \_\_\_\_\_ State/Union Territory. This is also to certify that he/she does not belong to the persons/sections (Creamy Layer) mentioned in column 3 of the Schedule to the Government of India, Department of Personnel & Training OM No.36012/22/93-Estt(SCT) dated 8.9.1993\*.

District Magistrate, Deputy  
Commissioner etc.

Dated:

Seal

\_\_\_\_\_ \* as  
amended from time to time.

**NOTE:** The term “Ordinarily ” used here shall have the same meaning as in Section 20 of the Representation of the Peoples Act, 1950.

[GO TO TOP](#)

**FORM OF MEDICAL CERTIFICATE FOR PERSONS WITH DISABILITIES (PWD)**  
**NAME AND ADDRESS OF THE INSTITUTE/HOSPITAL**

Certificate No. \_\_\_\_\_

Date: \_\_\_\_\_

**DISABILITY CERTIFICATE**

1. This is certified that Smt/Shri/Kum \_\_\_\_\_  
son/daughter of Shri \_\_\_\_\_  
age \_\_\_\_\_, sex Male/Female having identification marks as below:

\_\_\_\_\_ is suffering from permanent disability of following category :

A. Locomotor or cerebral palsy:

- (i) BL- Both legs affected but not arms.
- (ii) BA- Both arms affected
  - a) Impaired reach
  - b) Weakness of grip.
- (iii) OL- One leg affected (right or left)
  - a) Impaired reach
  - b) Weakness of grip
  - c) Ataxic
- (iv) OA- One arm affected (right or left)
  - a) Impaired reach
  - b) Weakness of grip
  - c) Ataxic
- (v) BH- Stiff Back and hips (cannot sit or stoop)
- (vi) MW- Muscular Weakness and limited physical endurance.

B. Blindness or Low Vision:

- (i) B- Blind
- (ii) PB- Partially Blind

C. Hearing Impairment:

- (i) D- Deaf
- (ii) PD - Partially Deaf.

(Delete the category whichever is not applicable)

2. This condition is progressive/non-progressive/likely to improve/not likely to improve.

Re- assessment of this case is not recommended / is recommended after a period of ..... Years ..... Months

3. Percentage of disability in his / her case is ..... Percent

Paste here your recent colour photograph showing the disability (The photograph should be attested by the chairperson of the Medical Board)

Signature of the Candidate ↑

4. Smt./Shri/Kum..... meets the following physical requirement for discharge of his/her duties.

- |   |     |                          |    |                          |
|---|-----|--------------------------|----|--------------------------|
| (i) F-can perform work by manipulating with fingers | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| (ii) PP-can perform work by pulling and pushing     | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| (iii) L--can perform work by lifting                | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| (iv) KC-can perform work by kneeling and crouching  | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| (v) B-can perform work by bending                   | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| (vi) S-can perform work by sitting                  | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| (vii) ST-can perform work by standing               | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| (viii) W-can perform work by walking                | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| (ix) SE-can perform work by seeing                  | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| (x) H-can perform work by hearing/speaking          | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| (xi) RW-can perform work by reading and writing     | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |

(Signature of Doctor)  
Name:  
Registration No.:  
Member Medical Board

(Signature of Doctor)  
Name:  
Registration No.:  
Member Medical Board

(Signature of Doctor)  
Name:  
Registration No.:  
Member Chairperson,  
Medical Board

\* Please delete the words which are not applicable

Place :

Date :

**Counter Signature of the Medical Superintendent/CMO/  
Head of Hospital (with seal)**

NOTE :

(i) According to the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full participation) Rules, 1996 notified on 31.12.1996 by the Central Government in exercise of the powers conferred by sub-section (1) and (2) of Section 73 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (1 of 1996), authorities to give disability Certificate shall be a Medical Board duly constituted by the Central or the State Government. The State Government may constitute a Medical Board consisting of at least three members out of whom at least one shall be a specialist in the particular field for assessing locomotor/hearing & speech disability, mental retardation and leprosy cured, as the case may be.

(ii) The certificate would be valid for a period of 5 years for those whose disability is temporary. For those who acquired permanent disability, the validity can be shown as permanent.