



## HMT (INTERNATIONAL) LIMITED

(A Govt. of India Undertaking)

Regd. Office: HMT Bhavan, No.59, Bellary Road, Bengaluru – 560 032

**HRM HMTI/ADVT-R.3/19-20**

**Date: 18.02.2020**

**Requires**

### **ENGINEERING / HR PROFESSIONALS**

HMT (International) Limited, a Mini-Ratna Company, a wholly owned subsidiary of HMT Limited, Government of India, is a leading Trading Organization engaged in export & import and project implementation, offers challenging career opportunity to dynamic professionals on permanent basis, as detailed below:

#### **I. POSITIONS, ELIGIBILITY CRITERIA AND VACANCY DETAILS:**

<b><u>SI. NO</u></b>	<b><u>POSITIONS</u></b>	<b><u>NO OF POSTS</u></b>
Post A	Joint General Manager/ Deputy General Manager(HR)	1
Post B	Manager/Deputy Manager-Projects & Products	2
Post C	Officer-Legal	1
Post D	Deputy Engineer	3
<b>Total</b>		<b>7</b>

**POST DETAILS:**

<b>A. POST</b>	<b><i>Joint General Manager /Deputy General Manager-HR &amp; Legal</i></b>
<b>Grade</b>	PS VIII / PS VII
<b>No. of Post</b>	01(One)
<b>Upper age limit (as on 01.02.2020)</b>	47 years/42 years
<b>Pay Scale</b>	Rs.43,200-66,000 / Rs.32,900-58,000
<b>Post Qualification Experience(in years)</b>	19 years / 16 years
<b>Qualification</b>	<p>Two-years full time, Post graduate Degree / Equivalent course in HR / Personnel Management / Industrial Relations / Master of Social work (MSW) / Master of Business Administration (MBA) with specialization in HR / Personnel Management from recognized institute with good academic record. Candidates should have minimum 60% marks (aggregate marks of all semesters), relaxed to 50% (aggregate marks of all semesters) for SC / ST candidates. Pass Class in Professional qualification.</p> <p>Additional degree in Law will be an added advantage</p>
<b>Job Description</b>	<ul style="list-style-type: none"><li>• Overall in-charge of HR &amp; Legal functions.</li><li>• Conversant with HR policies, Social Legislations Including familiarization with RTI Act / matters and its implementation. Grievance handling at Company level &amp; grievances forwarded by appropriate govt.</li><li>• Responsible for functions of Employee Life Cycle - recruitment/induction / placement / training &amp; development / promotions/superannuation.</li><li>• Exposure to handling legal cases pertaining to service matters and other techno-commercial cases.</li><li>• Co-ordination with corporate HR for subsidiary matters and other HR related issues.</li><li>• Compliance of statutory &amp; non-statutory requirements of the Subsidiary.</li><li>• Looking after the disciplinary matters / domestic or departmental enquiries.</li></ul> <p>Confident organizer, with excellent communication and analytical skills, quality of confidentiality, ability to manage conflict management at workplace.</p>

<b><i>B. POST</i></b>	<b><i>Manager / Deputy Manager-Projects &amp; Products</i></b>
<b>Grade</b>	PS V/PS IV
<b>No. of Post</b>	02(Two)
<b>Upper age limit (as on 01.02.2020)</b>	36 years /32 years
<b>Pay Scale</b>	Rs.24,900-50,500 / Rs.20,600-46500
<b>Post Qualification Experience(in years)</b>	9 years/5 years
<b>Qualification</b>	B.E/B.Tech in Mechanical/Electrical/Electronics Engg. with aggregate of at least <b>60%</b> from recognized University/Institute. Candidates should have minimum 60% marks (aggregate marks of all semesters), relaxed to 50% (aggregate marks of all semesters) for SC / ST candidates.  MBA/PG Degree in Management Course are preferable.
<b>Job Description</b>	<ul style="list-style-type: none"> <li>• Responsible for marketing of Machine tools and associate products and equipments in overseas market and project management.</li> <li>• Knowledge of International Marketing / dynamics of International Business.</li> <li>• Knowledge in Field Study, preparation of Detailed Project Report for project order procurement</li> <li>• Experience in preparation of proposal for marketing of products, offer submission and its pricing methods, projects proposal of machines/equipments specification and its implementation</li> <li>• Practical knowledge of tendering procedures/activities</li> <li>• Enquiry generation and its complete follow up till conversion to order procurement, well versed with present procedures, regulations, tools and technique for handling projects in India and abroad.</li> <li>• Should be Conversant with in technical and commercial aspects.</li> <li>• Erection and Commissioning activities should have experience in preparation of Plant Layout / Erection &amp; Commission activities of various machines involved in project implementation.</li> </ul> <p>Having worked in factory environment with Machine Tools exposure is preferable. Energetic and convincing ability is must to generate business. Excellent communication &amp; negotiation skills to interact with suppliers / foreign customers. Good command over computer knowledge in MS office is essential. Ability to co-ordinate the inter-departmental activities and also with top management.</p>

<b>C. POST</b>	<b>Officer- Legal</b>
<b>Grade</b>	PS III
<b>No. of Post</b>	01(One)
<b>Upper age limit (as on 01.02.2020)</b>	30 years
<b>Pay Scale</b>	Rs.16,400-40,500
<b>Post Qualification Experience(in years)</b>	2 to 3 years
<b>Qualification</b>	<p>Full time Law Graduate (L.L.B Degree) with aggregate of at least <b>60%</b> from recognized University/Institute. Candidates should have minimum 60% marks (aggregate marks of all semesters), relaxed to 50% (aggregate marks of all semesters) for SC / ST candidates.</p> <p>Experience in Company Legal matters like service matters, techno-commercial matters etc is compulsory.</p>
<b>Job Description</b>	<ul style="list-style-type: none"> <li>• Overall in-charge of Legal functions of the Company</li> <li>• Exposure to handling legal cases pertaining to service matters and other techno-commercial cases etc</li> <li>• Able to interact /co-ordinate well with advocates / Law firms regarding company's legal issues and attending court related issues.</li> <li>• Co-ordination with Top Management and other units regarding the legal matters.</li> <li>• Ability and responsible to take appropriate legal action for various cases, conducting related proceedings etc</li> </ul> <p>Confident organizer, with excellent communication skills, quality of confidentiality and absolute integrity and ability to handle work independently.</p>

<b><i>D. POST</i></b>	<b><i>Deputy Engineer</i></b>
<b>Grade</b>	PS III
<b>No. of Post</b>	03(Three)
<b>Upper age limit (as on 01.02.2020)</b>	30 years
<b>Pay Scale</b>	Rs.16,400-40,500
<b>Post Qualification Experience(in years)</b>	2 years
<b>Qualification</b>	<p>B.E / B.Tech in Mechanical / Electrical / Electronic Engineering with minimum 75% aggregate from recognized University / Institute. Candidates should have minimum 75% marks (aggregate marks in all semesters), relaxed to 65% (aggregate marks of all semesters) for SC / ST candidates.</p> <p>MBA Degree from a reputed recognized University / College / Institute is desirable.</p>
<b>Job Description</b>	<ul style="list-style-type: none"> <li>• Plan, finalize technical specification, accessories, tools and spares for various workshop machines and equipments.</li> <li>• Knowledge of Machine Tools and Associate Engineering Products.</li> <li>• Plan Shop / Lab layouts and also sourcing of suppliers.</li> <li>• Analytical and logical skills to understand the specification requirement select suitable machines and thereby submit suitable offer.</li> <li>• Tendering activities as per Purchase Manual / Vigilance guidelines of the CVC/ Company.</li> <li>• Co-ordinate for dispatch of supplies including inspection, export packing shipment.</li> <li>• Proficiency in MS Office presentations, computer knowledge is must.</li> </ul> <p>Communication &amp; negotiation skills are essential for interacting with the suppliers and international customers for marketing of various products and secure order.</p>

**NOTE: The management reserves the right to select the candidate in any of the grade as mentioned above.**

**II. REMUNERATION:**

In addition to the Basic Pay, the compensation package includes Dearness Allowance (DA) as applicable from time to time, Company Accommodation / HRA, Canteen subsidy, Washing Allowance, Provident Fund, Gratuity, Medical facility, Conveyance Reimbursement, Performance Payment, Monthly Incentives, Leave Encashment etc., as per the Company Rules. HRA is variable depending upon the place of posting. In case Company quarters are availed, no HRA is Payable.

**III. ADDITIONAL INCREMENTS:**

Additional increments in the grade could be considered by the Selection Committee in deserving cases, for candidates with additional qualification/experience.

**IV. SELECTION PROCESS:**

1. The management reserves the right to raise / lower the minimum eligibility standards / criteria by taking into account the qualification and relevant experience while short-listing for the candidates to attend the interview.
2. Management reserves the right to relax age and experience as also to consider related qualification & experience in case of deserving / exceptional candidates.
3. The management reserves the right to select the candidate for any other grade/post apart from notified grade/post based on performance in the interview.
4. The management reserves the right to recommend / select the candidate for any Subsidiary Companies / Units of HMT Limited.
5. Selection will be made strictly on the basis of merit, past service record & performance in the interview.
6. The Management reserves the right to set an upper level and lower level of cut off marks obtained by the candidate in their academic qualification for short-listing the candidates.
7. Mere conformity to the job requirements will not entitle a candidate to be called for interview. Management reserves the right to reject the application without assigning any reason, to increase/decrease the number of posts depending on the requirement, raise the Standard of Specifications to restrict the number of candidates to be called for interview.
8. Candidates from other PSUs under IDA pattern of pay scales in the immediate lower grade or same grade are eligible to apply subject to fulfilling the eligibility criteria.
9. Eligible candidates short-listed based on the initial screening will be called for interview. Instructions regarding interview will be intimated to the short-listed candidates individually through e-mail.

10. The shortlisted candidates may be called for interview for lower grade based on experience irrespective of the post applied. However, suitability for the post will be based on the performance in the interview.

## **V. MEDICAL FITNESS:**

Candidates shall be subjected to medical examination by the Company's Medical Officer prior to their appointment after due selection. Those found medically unfit will not be appointed and the offer letter shall stand withdrawn in such cases.

## **VI. APPLICATION / PROCESSING FEES:**

A non-refundable account payee **Demand Draft for Rs.750/- for General, EWS & OBC (which includes Rs.500/- as Application Fee and Rs. 250/- as processing fee)**, drawn in favour of **HMT(International) Limited**, on any Scheduled Bank payable at Bengaluru, is to be enclosed along with the prescribed application. No other mode of payment is acceptable. Candidates are advised to write their name and address on reverse side of Demand Draft. **For SC/ST category, a non-refundable account payee Demand Draft for Rs. 250/- only as the processing fee** is to be enclosed along with the prescribed application. **No fee is to be paid by Persons with Disability (PWD). Application without proper Demand Draft (except PWD) will be summarily rejected.**

## **VII. RESERVATIONS & RELAXATIONS:**

1. Reservations and Age relaxation for different categories viz., SC / ST / OBC / PWD / Ex-Servicemen / Minority / EWS etc., are as per Govt. of India Directives.
2. Candidates belonging to SC/ST/OBC/PWD/Minority/Ex-Servicemen/ EWS category should enclose copy of the certificate issued by the Competent Authority to that effect.
3. Candidates belonging to OBC category are required to produce the recently obtained **OBC** Certificate and self-undertaking for OBC (Non-creamy layer) status (not older than 6 months as on the date of advertisement) in the format prescribed by Govt. of India, issued by Competent Authority (**format available in Careers section of our** website [www.hmti.com](http://www.hmti.com)).
4. Candidates applying under EWS category are required to produce 'Income and Asset of the Family Certificate' in the prescribed format (format available in Careers section of our website [www.hmti.com](http://www.hmti.com)).
5. Candidates belonging to PWD/Ex-Servicemen are required to furnish attested copies of certificates in support of their claim.

### **FOR INTERNAL CANDIDATES:**

Those who fulfill the following are also eligible to apply:

6. Candidates fulfilling the above said criteria of qualification, experience and who are in same grade or immediate lower grade only need apply. Also, candidates in immediate lower grade should have worked for number of years equivalent to the qualifying period under normal category of the promotion policy of the Company in their present grade in order to become eligible to apply for the next higher grade post.

7. For the post of General Manager / Joint General Manager, candidate who has worked in two different Units / areas only need apply.
8. Relaxation in age up to 3 years in each category will be provided for deserving candidates.
9. Selection will be made strictly on the basis of merit, past service record, attendance and performance in the interview.

## **VIII. GENERAL CONDITIONS:**

1. Only Indian Nationals need apply.
2. Incomplete application or applications not in the prescribed format will be rejected and no correspondence in this regard will be entertained.
3. Candidates fulfilling the above said criteria of qualification, experience only need apply.
4. **Candidates who have already applied for the above post(s) against our earlier advertisement OR have applied for any equivalent posts in HMT(International) Limited. Or any of its subsidiaries during the last one year from the date of this recruitment notification need not apply and their application will be summarily rejected.**
5. Wherever CGPA / OGPA or letter grade in a qualifying degree is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by University/Institute. Please also attach a supporting document to this effect from University / Institute.
6. If any information provided by the candidate is found to be false or not found in conformity with eligibility criteria mentioned in the advertisement, then the same will be liable for rejection at any stage of selection process or even after appointment.
7. Any canvassing by or on behalf of the candidates or by bringing political or other outside influence with regard to selection / appointment shall be a disqualification.
8. Applicants serving in Government Departments / Public Sector Enterprises / Semi-Govt. Organizations should apply through proper channel or produce ***No Objection Certificate*** at the time of interview, failing which they will not be permitted to appear for the interview and No TA shall be payable.
9. The original documents/certificates/testimonials in proof of Age (Only SSLC/SSC/ 10<sup>th</sup> Standard Board Certificate will be admitted as proof of age), qualification, experience, caste/category as mentioned/enclosed in the application shall be produced at the time of interview for verification. **In case of failure to produce the original testimonials/certificates as mentioned in the application for verification while attending the interview, the candidate will not be allowed to appear for interview and no TA shall be payable.**
10. Only short listed eligible candidates will be called for interview. The outstation candidates called for interview will be paid to and fro train fare by 2tier AC / AC chair car (for candidate applying for post in grade PS VI & above) and 3tier AC / AC chair car (for candidate applying for post in



PS V & below) by the shortest route OR actual whichever is lower, on production of proof of journey.

11. Appointment of selected candidates is subject to verification of Caste and Character and Antecedents & past employment, as the case may be, from the concerned authorities as per rules of the Company.
12. The Company will not be responsible for any damage / injury / loss to the individual, if any, sustained during the entire selection process and journey.
13. The Management reserves the right to cancel subject notification part or the entire recruitment / selection process at its discretion. Management also reserves the right to absorb the selected candidates based on experience & qualification as per requirement of the Company, at its sole discretion. No correspondence will be entertained from the candidates who have not been short listed for the interview.
14. Management will not be responsible for delayed receipt/non-receipt of applications.
15. No correspondence regarding the rejection of application in case of ineligibility will be entertained.
16. Management reserves the right to call or not to call for interview any/all of the candidates who have responded against this advertisement.
17. The selected candidate shall have to indicate his / her acceptance of the offer within one week from the receipt of offer, if not, the same will be offered to next candidate in the order of merit. However, the Competent Authority may grant extension of time depending upon the exigencies on case to case basis.
18. The list of short listed candidates is valid up to one year only from the date of interview. The appointment / offer letter for placement of candidates will be issued as and when the vacancy arises.
19. Number of vacancies notified may increase / decrease at the discretion of the Company & the decision of Management regarding selection will be final.
20. The Company also reserves the right to cancel / curtail / enlarge the recruitment process and/ or the selection process there under without any further notice and without assigning any reasons.
21. The placement will be on permanent basis with one year **PROBATION Period** (which may be extended if performance not found satisfactory). The candidates are required to execute **SERVICE BOND** along with the **SURETY** agreeing to serve the Company for the period of **THREE years**, including probationary period.
22. Court of jurisdiction for any dispute will be at Bengaluru.

## **IX.**

### **HOW TO APPLY:**

**Application in the prescribed format duly filled enclosing therewith the Demand Draft and a set of self attested photocopies of the relevant certificates in proof of qualification, age, category, experience etc., (all the relevant original certificates should be produced at the time of interview) and affixing passport size photograph at the space provided should be sent in sealed cover superscribed**

"APPLICATION FOR THE POST OF ..... **so as to reach the following address** on or before 10.03.2020.

Candidates applying for more than one post shall submit separate application forms for each post clearly indicating the post applied for along with separate Demand Drafts for each post.

Application has to be sent through Ordinary post / Speed Post / Registered Post / Courier only. Application received through other modes viz., Fax / E-mail / By hand will not be accepted and summarily rejected.

**The Assistant General Manager (CHR), I/c HR,  
HMT (International) Limited,  
HMT Bhavan,  
No.59, Bellary Road,  
BENGALURU – 560 032.**

Candidates are advised to have a valid e-mail ID which has to be mandatorily mentioned in the application form. They are also advised to retain this e-mail ID active for at least one year as any important intimation to the candidates shall be provided by HMT(International) Limited, through e-mail. They are further requested to check their e-mails regularly for any communication from HMT (International) Limited in this regard.

For any further clarifications please free to get in touch with us on 080-23337585

**Sd/-  
Asst. General Manager (CHR)**

**STATEMENT OF DOCUMENTS ENCLOSED TO THE APPLICATION FORMAT**

SN.	Documents Enclosed	Status (tick the relevant column)		
		Yes	No	NA
1.	Proof of Date of Birth (only SSLC/SSC/10 <sup>th</sup> Standard Board Marks Card will be admitted as proof of age).			
2.	Proof of Caste – SC/ST in the prescribed format.			
3.	Latest OBC Certificate (Non-creamy layer) in the format as applicable for appointment to posts under Govt. of India to be produced.			
4.	Minority declaration Certificate.			
5.	Ex-Servicemen Certificate.			
6.	Income and Asset Certificate in the format as applicable for EWS category.			
7.	PWD certificate issued by the Competent Authority (Govt. Hospital or Medical Board attached to Special Employment Exchange for the handicap) as per the "Persons with Disabilities [Equal opportunities, protection of right and full participation] Act, 1995".			
8.	Qualification Certificates:			
8.1	SSLC/SSC/10 <sup>th</sup> Standard Board Marks Card.			
8.2	Inter/Diploma Marks Card (Semester-wise/Year-wise).			
8.3	Inter/Diploma Certificate.			
8.4	Degree Marks Card (Semester-wise/Year-wise).			
8.5	Degree Certificate.			
8.6	PG Degree/Dip. Marks Card (Semester-wise/Year-wise).			
8.7	PG Degree/Diploma Certificate.			
8.8	Other Qualifications, if any (Pl. specify).			
9.	Post-qualification Experience Certificate(s).			
10.	Demand Draft for the prescribed amount.			

**Note:**

The self attested copies of the documents/certificates (Sl.No.1 to 9) should be enclosed to this format in the same order.

Candidate to bring one set of photo copies of all marks cards along with original for verification at the time of interview.

**HMT (International) Limited**5<sup>th</sup> Floor, HMT Bhavan

# 59, Bellary Road, Bangalore - 560032

**(Please fill boxes in BLOCK LETTERS ONLY)**

Affix Latest  
Passport size  
photo

APPLICATION FOR THE POST OF :					Advt. Ref. No. & Date:									
1	Name Mr./ Ms													
2	S/o, D/o, W/o													
3	Address for communication (With PIN Code)													
3.1	Telephone Nos. (with STD code)		Office			Residence.								
3.2	Mobile													
3.3	E-mail Ids		1											
			2											
4	Date of Birth (as per Matric./ SSLC/SSC certificate)		DD		M M		YY		Age (as on date of application)		YY		MM	
5	Caste/Category		SC	ST	OBC	GEN	PH	MINORIT Y	EWS	(Tick appropriate column)				
6	Qualification (self attested Xerox copies of all marks cards & degree certificates are to be enclosed)													
	Exam passed	Yr of passing	Full/ part time	Course Duration	University/ Institution	Aggt. % Marks	Specialisa- tion							
6.1														
6.2														
6.3														
6.4														
6.5														
6.6														

7	<b>Post-qualification Experience: (self attested Xerox copies of experience certificates are to be enclosed). For experience details, separate sheet may be attached as Annexure)</b>										
	Organisa- tion & Address	Desig- nation	Nature of duties	Period (commencing from latest / present)						Company s	Basic Pay & pay
				From		To		Duration			
				MM	YY	MM	YY	YY	MM		
7.1											
7.2											
7.3											
7.4											
7.5											
7.6											
<b>TOTAL P.Q. EXPERIENCE</b>											
8	<b>Any two references with contact details (other than relatives)</b>										
	Name& designation		Address		Phone No./Mobile No.			Email ids			
8.1											
8.2											
9	Details of relatives working in HMT Ltd. or its Subsidiary Cos.										
10	Demand Draft details		Date & DD No		Amount. (Rs.)			Bank Details			
<b>Original testimonials in respect of Sl. No. 4,5,6 &amp; 7 must be produced at the time of interview</b>											
Certified that the information furnished above are true to the best of my knowledge information & belief. If, at a later date, the information furnished above are found to be false or inaccurate, the Management is free to take appropriate action as per the extant rules.											
Place :											
Date :											
										<b>(Signature of the Applicant)</b>	