



HINDUSTAN URVARAK & RASAYAN LIMITED
A JV OF IOCL, NTPC, CIL, FCIL & HFCL

Advt. No.: E/03/2025

Date: 22.07.2025

Hindustan Urvarak & Rasayan Limited (HURL) is a joint venture company incorporated by Indian Oil Corporation Limited (IOCL), NTPC Limited (NTPC), Coal India Limited (CIL) with Fertilizer Corporation of India Limited (FCIL) and Hindustan Fertilizer Corporation Limited (HFCL) with a prime objective to establish and operate state of the art environment friendly and energy efficient Natural Gas based Fertilizer Complexes (Ammonia-Urea) of 2200 MTPD Ammonia and 3850 MTPD Urea (1.27 MMTPA neem coated urea) at Gorakhpur (Uttar Pradesh), Sindri (Jharkhand) & Barauni (Bihar), and simultaneously market their products, thus spurring economic growth.

HURL needs dynamic, hard-working & talented professionals as under:

Employment Type:

A. Regular

n	Positions	Discipline	Upper age limit (in years)	No. of vacancy	Minimum Educational Qualification	Job Description / Work Experience	Post qualification minimum years of work experience reqd
1	Vice-President	Production / Operations	53	03	Full-time Engineering Degree in Chemical/ Chemical Technology with minimum of 60 % marks.	The incumbent will be responsible for overall Operations, Production, maintenance, Technical Services and Management of the fertilizer plant. Incumbent should have experience of operations and maintenance of large capacity ammonia/urea complex / petrochemical plant /petroleum refinery and should be holding the post of Head of Plant / Operation/Technical Services /Maintenance at the time of applying.	25

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2	Additional Chief Manager	O&U	44	01	Full-time Engineering Degree in Chemical/ Chemical Technology / Mechanical with minimum of 60 % marks.	Experience in operations of offsite & utilities in Fertilizer industry /continuous process /chemical plant/ Petrochemical/ Refinery/ powerplant. Candidate should be conversant with DCS, ESD system. Candidate should be currently holding the post of at least Sr Manager in the Ammonia/Urea Fertilizer complex at the time of applying.	16
3	Sr. Manager		42			Experience in operations of offsite & utilities in Fertilizer industry /continuous process /chemical plant/ Petrochemical/ Refinery/ powerplant. Candidate should be conversant with DCS, ESD system. Candidate should be currently holding the post of at least Manager in the Ammonia/Urea Fertilizer complex at the time of applying.	14
4	Deputy Manager	O&U	37	03	Full-time Engineering Degree in Chemical/ Chemical Technology / Mechanical with minimum of 60% marks.	Experience in Operations of Offsite & Utilities in fertilizers Industry/ Continuous Chemical process/ Petrochemical/refinery/ Powerplant. The Candidate should be conversant with DCS, ESD system. Should be presently working as Shift Incharge O&U operations in fertilizers Industry.	9
5	Assistant Manager		35				7
6	Sr. Engineer	O&U	32	02	Full-time Engineering Degree in Chemical/ Chemical Technology/Mechanical with minimum of 60% marks.	Experience in in Operations of Offsite & Utilities in fertilizers Industry/ Continuous Chemical process/ Petrochemical/refinery/ Powerplant. The Candidate should be conversant with DCS, ESD system.	4
7	Engineer	O&U	30				2

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8	Engineer	Ammonia	30	02	Full-time Engineering Degree in Chemical/ Chemical Technology with minimum of 60% marks.	Experience in Ammonia plant operation in fertilizer Industry. The Candidate should be conversant with DCS, ESD system and troubleshooting.	2
9	Sr. Engineer		32				4
10	Assistant Manager		35	06	Full-time Engineering Degree in Chemical/ Chemical Technology with minimum of 60%marks.	Experience in Ammonia Urea fertilizers Industry / Petrochemical plant / Petroleum refinery. The Candidate should be conversant with DCS, ESD system and troubleshooting in continuous process plants. Should be presently working as Shift Incharge in Ammonia plant operation of fertilizer industry	7
11	Deputy Manager		37				9
12	Engineer	Urea	30	03	Full-time Engineering Degree in Chemical/ Chemical Technology with minimum of 60% marks.	Experience in Urea plant operation in fertilizer Industry. The Candidate should be conversant with DCS, ESD system and troubleshooting.	2
13	Sr. Engineer		32				4
14	Assistant Manager		35	05	Full-time Engineering Degree in Chemical/ Chemical Technology with minimum of 60% marks.	Experience in Ammonia-Urea fertilizers Industry / Petrochemical plant / Petroleum refinery. The Candidate should be conversant with DCS, ESD system and troubleshooting in continuous process plants. Should be presently working as Shift Incharge-Urea in fertilizers Industry.	7
15	Deputy Manager		37				9

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16	Engineer	Electrical	30	01	Full-time regular Engineering Degree in Electrical with minimum of 60% marks.	Experience in maintenance and troubleshooting of HT & LT power distribution system, HT synchronous and Induction motors, large transformers, protection systems etc in continuous operating plants / Ammonia-Urea plant / petroleum refinery / power plant / petrochemical.	2
17	Sr. Engineer		32				4
18	Engineer	Instrumentation	30	02	Full-time regular Engineering Degree in Instrumentation / Instrumentation & Control / Electronics & Instrumentation / Electronics Instrumentation & Control / Industrial Instrumentation/ Process Control Instrumentation/ Electronics & Control / Electronics & Communication / Applied Electronics & Instrumentation with minimum 60 % marks.	Experience in process control instrumentation in Fertilizer industry & trouble shooting of DCS / ESD/ FGS systems, programming & calibration of SMART field instruments, Mass Spectrometer, gas chromatographs, analyzers, electronic governors, anti- surge controllers.	2
19	Sr. Engineer		32				4
20	Assistant Manager		35	03			7
21	Deputy Manager		37				9
22	Manager		40				12
23	Deputy Manager	Mechanical	37	02	Full-time regular Engineering Degree in Mechanical with minimum of 60% marks.	Experience in maintenance and troubleshooting of Rotating Machines, static equipment's, piping Networks etc. in Ammonia- Urea Fertilizer industry /continuous process/chemical plant / petrochemical plant/ petroleum refinery / Power plant. Candidate should be conversant with latest maintenance practices, lining up of maintenance contracts, spares procurement, budgeting etc.	9
24	Manager		40				12
25	Senior Manager		42				14

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26	Officer	Contracts & Materials	30	01	Full time Engineering degree (in any specialization) with minimum 60% marks OR Full-time regular MBA (Materials Management) with minimum 60% marks OR Full-Time PG Diploma in Materials Management with minimum 60%marks (02 years regular course) (Recognized as equivalent to MBA by UGC/ AICTE).	Experience of Work on SAP system. MIS Preparation Knowledge of deviation, Scrap disposal, Life cycle of Tendering process Receipt of PR, Vendor Enlistment, TD vetting, Floating of Tender Enquiry, Re-tendering, Bid opening, CS Preparation, Negotiation, Award Proposal, Placement of PO, Payment & Closure of Case, Post award & Follow Up, Controlling material management activities such as purchasing, inventory control, material inspection, store-keeping, material handling, transportation, packing, import management, import substitution, Valve engineering, spare parts control, preferably in Fertilizer/ Chemical/ Petro-Chemical/Hydrocarbon industry / PSU/Government organization.	2
27	Manager		40	01			12

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B. Fixed Term Contract (FTC) Basis

S. No.	Positions	Discipline	Upper Age Limit (in years)	No. of vacancy	Minimum Educational Qualification	Job Description/ Work-Experience	Post Qualification Minimum Years of Work Exp. Required
1	Sr. Manager /(FTC)	Finance	55	01	CA or CMA or Two years Full Time MBA with specialization in Finance with a minimum of 60% marks (Candidates with dual specialization or General MBA shall not be eligible to apply)	Experience in a mid-management level, preferably in SAP/ERP environment having in depth understanding and overall exposure to managing finance function. (Articleship, partnership experience will not be considered)	14
2	Manager/ (FTC)		50	01			12
3	Officer/(FTC)	Legal	35	03	3 years Bachelor Degree in Law (LLB)/ 5 year integrated law degree, Full time basis from recognized Indian University / Institute) with 60% marks.	Experience in legal, arbitration, vetting of contracts and service-related matters in a company of repute/ LAW Firm.	5

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A. Instructions

1. All qualifications should be from an Indian university/ Institute recognized by AICTE/ UGC or appropriate statutory authority. In case of qualifications acquired from foreign Universities/Institutes, the candidate shall be required to produce an equivalence certificate for such qualifications. The corresponding equivalent Indian qualification shall be recognized by AICTE/Appropriate Statutory Authority.
2. Qualifying Degree/Diploma should be full time and regular.
3. The detailed job-description for each position can be seen on the on-line application portal. Job description for each position is to be read in conjunction with the contents of the Advertisement.
4. Wherever CGPA/OGPA/DGPA or Letter Grade in a degree is awarded; equivalent percentage of marks should be indicated in the application form as per norms adopted by University/Institute. The documentary proof in support of the same must be submitted at the time of verification. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 – point scale.
5. For calculation of percentage in the qualifying degree, the guidelines given by university/College will be used. In case there are no such guidelines or documentary proof for the same, then the marks obtained in all the semesters will be used to calculate the final percentage.
6. The candidate has to produce letter a letter from institute / university on specialization in Post Graduation degree if not mentioned in Marksheet/Degree.
7. In case of any discrepancy/ change in nomenclature of Age/qualification/ discipline, HURL shall have the discretion in deciding on equivalence based on subjects studied, duration, submission of certification from University/College etc. and the decision of HURL shall be treated final and binding.
8. The detailed job-description for each position can be seen on the website www.hurl.net.in. Job description for each position is to be read in conjunction with the contents of the Advertisement.
9. Work experience should be after acquiring relevant educational qualifications and should be in-line/relevant executive experience i.e. the candidate's work experience as a Management Trainee/ Graduate Engineer Trainee would be counted only in case he/she is regularized in the same company. Teaching/ lectureship, Part-time jobs, apprenticeship, internship and articleship will not be considered for calculating work experience.
10. The candidates, who are working in PSUs/ Govt. Organisation, need to submit NOC from their present employer/HOD of the department. In case, due to administrative reason, candidate is getting difficulty in producing NOC, such candidates are required to submit a notarised affidavit clearly mentioning that "no vigilance/disciplinary case is pending against them".
11. The company can transfer/ post to any department as per the requirement after the joining of candidates.

B. Physical Fitness:

Appointment of selected candidates will be subject to their being found medically fit in the Medical Examination to be conducted as per HURL Rules and Standards of Medical Fitness for the relevant post.

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C. Nature & Period of Engagement:

Selected candidates for regular positions will be appointed on probation basis for a period of 1 year. Candidates will be required to get satisfactory performance rating for confirmation of their services at the end of the probation period. Those who fail to achieve so, their probation period may be extended and further action will be taken in accordance with the policy of the Company.

FTC - The period of contract shall be 3 years initially which can be extended based on requirement and performance of individual at the discretion of management further of 2 years. FTC engagement is purely on fixed tenure basis and it is not against any permanent vacancy. This placement will not entitle any candidate to claim for regular/permanent employment in the company.

Remuneration

HURL offers an attractive and one of the best in the industry compensation package, pay and perks to its employees. An indicative average pay drawn is as follows:

A. Regular

Sr. No	Designation	Pay Scale	Approx CTC as per Pay scale
1.	Vice President	120000-280000	INR 48.30 LPA (approx.)
2.	Additional Chief Manager	90000 - 240000	INR 34.00 LPA (approx.)
3.	Sr. Manager	80000 - 220000	INR 30.30 LPA (approx.)
4.	Manager	70000-200000	INR 26.50 LPA (approx.)
5.	Deputy Manager	60000-180000	INR 21.20 LPA (approx.)
6.	Assistant Manager	50000-160000	INR 17.70 LPA (approx.)
7.	Senior Engineer	45000-150000	INR 15.90 LPA (approx.)
8.	Engineer/Officer	40000-140000	INR 14.10 LPA (approx.)

B. Fixed Term Contract (FTC) basis

Sr. No	Designation	Pay Scale	Approx CTC as per Pay scale
1.	Sr. Manager	80000 - 220000	INR 24.50 LPA (approx.)
2.	Manager	70000 - 200000	INR 21.40 LPA (approx.)
3.	Officer	40000 - 140000	INR 12.20 LPA (approx.)

1. The position carries attractive perquisites which includes Perks & Allowances, HRA based on place of posting as per GOI Notification, Group Personnel Accidents Insurance etc. as per company policy.

2. The company provides medical insurance cover to its employees and dependent family members over and above CTC.

3. Approx CTC is inclusive of PRP, the candidate shall also be eligible for Performance Related Pay only for regular employees, which shall be based on company's performance, Unit Performance & Individual performance.

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4. Candidates working in PSU/ Govt (Central/State) should have worked in one level next below payscale for two years and their pay will be protected as per DPE guidelines subject to submission of NOC at the time of interview only.

How to apply, General Information and Instruction

1. The Applications should be submitted ONLINE on the website: <https://jobs.hurl.net.in/> or HURL Career sections. Applications sent other than the prescribed mode will stand rejected. The candidate will be required to register before applying.
2. Depending upon the number of applications, HURL reserves the right to suitably revise upward the eligibility criteria or limit the number of applications to be called for a particular post based on marks obtained in Graduation/ Post Graduation/Diploma/number of years of experience in the relevant area/ relevant additional qualification etc. In case of receipt of a large number of applications for any particular post, Management reserves the right to conduct interviews or screening tests or written tests or trade tests or skill test etc. as deemed fit.
3. Only Indian Nationals are eligible to apply.
4. The candidate should upload a photograph and signature as per the specified size.
5. The cut-off date for determining age limit and post-qualification experience will be as on 30.06.2025
6. All essentials' qualifications must be from UGC recognized Indian University / UGC recognized Indian Deemed University or AICTE approved Autonomous Indian Institutions/ concerned statutory council (wherever applicable). Candidates having Qualifications through Distance Learning mode are not eligible.
7. The candidate should ensure that he/she fulfils the eligibility criteria and other norms mentioned in this advertisement.
8. No modifications are allowed after the candidate submits the application form. If any discrepancies are found in the data filled by the candidate and that of the original testimonies, the candidature of such candidates is liable to be rejected. Hence, utmost care should be taken to furnish correct details before submitting the application.
9. The candidates must have an active E-mail ID and mobile number which must remain valid for at least the next one year. All future communications with the candidates will take place only through e mail. Candidates have to ensure the accuracy of their e-mail ID & Mobile number. No change in E-mail Id & Mobile number as declared in the application will be allowed.
10. Before filling application online, candidates should keep ready scanned copy of:
 - I. Passport size photograph & signature in jpg/jpeg format (size 20 KB to 50 KB)
 - II. All necessary Passing Certificates and Mark Sheets of essential educational qualifications which makes you eligible for the post and other qualifications, if any.
 - III. All Post Qualification Experience Certificates mentioning the nature of the job handled, if applicable (including from present employer) indicating clearly the date of joining and relieving of the posts (e.g. Offer/Appointment letter, Experience Certificate, Last 3 months pay slip on company's letter head, joining/Relieving order etc. (Max Size 500 KB)

****Incomplete application and application submitted with blur/ fade document proof will be summarily rejected.**
11. No correspondence will be entertained for non – calling of candidates for any of the selection process or for non– selection. The decision of HURL in this regard will be final and binding on all the candidates.
12. The result of selection process will be only displayed on website: www.hurl.net.in under the head 'career' and candidates are advised to visit the website from time to time.

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13. Application registered without/ incomplete documents in support of eligibility criteria shall be summarily rejected. Applications in which the essential qualification or eligibility w.r.t specification cannot be fully ascertained will be liable for rejection. Hence, candidates are advised to properly fill the application and provide necessary documents. Subsequent claim for eligibility will not be entertained.
14. Candidates are required to possess a valid e-mail ID. HURL will not be responsible for bouncing back of any e- mail sent to the candidates.
15. The candidates should ensure that they fulfill all eligibility conditions. Their admission at all stages is purely provisional.
16. Verification of all documents shall be made with the original certificates/issuing organizations at any stage. The candidature of a candidate shall be cancelled at any point of time if the candidate is found not meeting the advertised eligibility criteria/ or has submitted wrong/false information.
17. The prescribed qualifications / experience constitutes minimum standards and mere possession of the same will not entitle a candidate for being called for written test/ interview. HURL reserves the right to raise such minimum eligibility standards. Management of HURL also reserves the right to fill or not to fill all or any of the notified positions without assigning any reason thereof. Only shortlisted candidates who are found apparently eligible based on the notified specifications and the declaration made by candidate in his/her application form will be called for Written Test / GD / Interview, as the case may be. HURL reserves the right to raise the minimum eligibility standards.
18. Depending on the requirement, the company reserves the right to cancel / restrict / curtail/ enhance the number of vacancies, if need so arises, without any further notice and without assigning any reason thereof.
19. Candidates should submit only one application for one position only and application once submitted cannot be altered.
20. Canvassing by a candidate in any form at any stage of the selection process shall disqualify his/her candidature.
21. Any dispute with regard to recruitment against this advertisement will be settled within the jurisdiction of Delhi only.
22. Candidature is liable to be rejected at any stage of recruitment/ selection process without any notice or if joined services are liable to be terminated, if any information provided by the candidate is not found in conformity with the eligibility criteria notified or HURL comes across any evidence/ knowledge, that the qualification/ experience/ any other particulars indicated in application/ personal resume/ other forms/ formats are not recognized/ false/ misleading and/ or amounts to suppression of information/ particulars which should have been brought to the notice of HURL or that the candidate has been shortlisted for next stage in the process/ has secured employment in HURL through any unfair means.
23. HURL reserves the right to post the selected candidates at any of the locations/sites of HURL as per the requirement of the company.
24. HURL reserves its right to reject any application, if is reasonably satisfied from the documents and information furnished by the candidate that he/she is not earnest towards the employment and does not hold sound professional character depending on his/her past experience with previous organization(s)/employer(s).
25. Decision of HURL management in all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, such eligible candidates will be required to produce the documents for the purpose of the interview assessment & at the time of joining (in case they are selected). No correspondence or personal enquires shall be entertained by HURL in this regard.

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26. In order to restrict the number of candidates to be called for interview, if required HURL reserves the right to conduct shortlisting/online screening/selection test or to raise the minimum eligibility standards/criteria, as per requirement.
27. For Internal employees of HURL, it is mandatory to complete at least 2 years in the immediate next below positions as on cutoff date. The employees working at L0 level are eligible to apply for Engineer/Officer cadre in line with HURL policy, subject to fulfilling of criteria & terms and conditions of advertisement. Before applying in online mode, the internal candidate must take prior permission.
28. HURL reserves the right to cancel the recruitment process at any stage.
29. Any Corrigendum related to this advertisement shall be displayed in the career section of the company website.
30. Candidates must be working as on the cutoff date/at the time of interview
31. The candidates who were given offer appointment in last one year and failed to join, need not to apply this time and their candidature will be summarily rejected if applied.
32. In case it is detected that a candidate does not fulfill any of the advertised eligibility criteria or has given false declaration or suppressed any material fact or information having any bearing on his candidature, he/she shall render himself/herself ineligible for consideration at any stage of selection and for termination at any time during employment, if recruited.
33. The decision of HURL's Management in all matters relating to eligibility, acceptance or rejection of applications/candidatures, the penalty for false information, mode of selection, conduct of examination(s) and interviews, selection and posting of selected candidates will be final and binding on the candidates and no enquiry/ correspondence will be entertained in this regard.
34. Management reserves the right to increase/decrease vacancies as per the requirement.

Communication with HURL

Any information regarding this recruitment process would be made available on the e-mail address provided by the candidate and/or shall be uploaded on HURL website. Candidates are advised to periodically check the site for further updates.

Important Dates

S. No	Particular	Date
1	Start date of submitting application	22/07/2025
2	Last date of submitting application	12/08/2025
3	Cut-off date for calculating Age & Experience	30/06/2025

FOR ABOVE POSTS ON-LINE REGISTRATION OPENS ON 22.07.2025 (02:00 P.M) AND CLOSSES ON 12.08.2025 (5:00 P.M).

HURL does not assume any responsibility for the candidates not being able to submit their applications within the last date / time.