



हिन्दुस्तान कॉपर लिमिटेड Hindustan Copper Limited

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Advt.No.:Estt./1/2036/2026-27

Date:16/09/2026

1. Hindustan Copper Limited (HCL), a multi-unit, Schedule-A Miniratna Category-I Central Public Sector Enterprise, invites applications from experienced professionals for engagement on Fixed Tenure basis for various projects / office(s) across India against the following posts, based on organizational requirements and performance.

Discipline / Cadre	Grade & Number of Post/s					Total
	FTE-I	FTE-II	FTE-III	FTE-IV	FTE-VI	
Industrial Safety		3 (UR:3)				3
Geology	2 (UR:2)				4 (OBC:1; UR:3)	6
Electrical				8 (SC:1; OBC:2; UR: 5)		8
Mechanical				6 (OBC:1; UR: 5)		6
Civil				4 (OBC:1;UR:3)		4
M&HS		4 (OBC: 1; UR: 3)				4
Environment Management				2 (UR:2)		2
Mineral processing				2 (UR:2)	1 (UR:1)	3
Finance	1 (UR:1)	1 (UR:1)	1 (UR:1)			3
Human Resources		1 (UR:1)				1
Survey	3 (UR:1)					3
Total	6	9	1	22	5	43

2. Eligible & Interested candidates are required to **apply online on HCL's website**.Schedule of the opening & closing date for submitting online application is as under.

Opening date for submission of online application	Last date of submission of online application
21/09/2026 (11:00 AM Onwards)	05/10/2026 (Till11:00 PM)

3. Discipline / Cadre wise reservation for Persons with Benchmark Disabilities (PwBDs)

i. Vacancies reserved for PwBDs are as under:

PwBDs Category	Number of Posts
VH	01
HH	01

VH: Visually Handicapped; HH: Hard of Hearing.

- ii. The PwBDs appointed will be adjusted against the vacancy of respective categories, viz., UR/SC/OBC.
- iii. Only such persons, who suffer from not less than 40% of relevant disability will be eligible to be considered under PwBDs.
- iv. Disablement categories identified for appointment in various disciplines / cadres areas under.

Cadre/Discipline	Identified Categories of PwBD
Geology	a) HH; b) OA, OL, SD/SI (Without), SD/SI (With)- OA/OL, LC, Dw, AAV, MD c) ASD, SLD, MI; d) Multiple disabilities amongst above
Environment Management	a) LV; b) OA, OL, SD/SI (Without), SD/SI (With)- OA/OL, LC, Dw, AAV, MD c) ASD, SLD, MI; d) Multiple disabilities amongst above
Mineral Processing	a) OA, OL, SD/SI (Without), SD/SI (With)- OA/OL, LC, Dw, AAV, MD; b) ASD, SLD, MI; c) Multiple disabilities amongst above
Electrical	a) HH; b) OL, SD/SI (Without), SD/SI (With)- OL, LC, Dw, AAV, MD; c) ASD, SLD, MI; d) Multiple disabilities amongst above
Mechanical	a) HH; b) OL, SD/SI (Without), SD/SI (With)- OL, LC, Dw, AAV, MD; c) SLD, MI; d) Multiple disabilities amongst above
Civil	a) HH; b) OA, OL, SD/SI (Without), SD/SI (With)- OA/OL, LC, Dw, AAV, MD c) SLD, MI; d) Multiple disabilities amongst above
Medical & Health Services	a) OA, OL, SD/SI (Without), SD/SI (with) OA/OL, LC, Dw, AAV
Human Resource	a) B, LV; b) HH; c) OL, BL, OA, OAL, SD/SI (Without), SD/SI (With)- OL/BL/ OA/OAL, LC, Dw, AAV, MD d) ASD, SLD, MI; e) Multiple disabilities amongst above.
Finance	a) HH; b) OA, OL, BL, OAL, SD/SI (Without), SD/SI (With)- OA/OL/BL/OAL, LC, Dw, AAV, MD; c) ASD, SLD, MI; d) Multiple disabilities amongst above
Survey	a) OA, SD/SI (Without), SD/SI (With)- OA, LC, Dw, AAV, MD

****Safety discipline / cadre is not identified suitable for PwBDs.**

Abbreviations used: B – Blind; LV – Low Vision; HH – Hard of Hearing; OA – One Arm; OL – One Leg; OAL – One Arm and One Leg; BL-Both Legs, LC – Leprosy cured; Dw – Dwarfism; AAV – Acid Attack Victims; SD/SI (Without)-Spinal Deformity/ Spinal Injury without any associated neurological/ limb dysfunction; SD/SI (With)-Spinal Deformity/ Spinal Injury with associated neurological/ limb dysfunction of; MD- Muscular Dystrophy, ASD-Autism Spectrum Disorder ; SLD-Specific Learning Disabilities; MI – Mental Illness

4. **Tenure:** Engagement shall be made for the period of three years which may be extended for further three years as per requirement.

5. Eligibility Criteria:

5.1 Qualification–

SN	Post in Cadre	Essential Qualification
i.	Industrial Safety	Bachelor's Degree in Engineering / Technology with Post Graduate Degree / Diploma in Safety Engineering Mgt. or B. Tech in Safety / Fire Engineering.
ii.	Geology	Post Graduate Degree in Geology / Applied Geology
iii.	Electrical	Bachelor Degree in Electrical Engineering / Technology
iv.	Mechanical	Bachelor Degree in Mechanical Engineering / Mining Machinery
v.	Civil	Bachelor's Degree in Civil Engineering
vi.	M&HS	1) MBBS from recognized institute with minimum 3 years' experience and out of this minimum 1 year must be in emergency services or 1 year in Occupational Health services. 2) If PG Diploma, then minimum 3 years' experience after diploma in the clinical field. Certificates required: MBBS Degree/PG Diploma certificate from MCI recognized institute, Valid registration certificate from MCI/State registration councils., Experience certificates duly signed and stamped by head of the hospital/institute/or authorized medical practitioner.
vii.	Environment Management	Bachelor Degree in Environment Engineering /Technology OR Bachelor's Degree in Engineering / Technology with Post Graduate Degree / Diploma in Environmental Engineering / Environmental Management / Environment Science OR Post Graduate Degree in Environment Science.
viii.	Mineral processing	B. Tech / B.E. in Mineral and Metallurgical Engineering or Mineral Engineering or Mineral processing OR M.Tech in Mineral and Metallurgical Engineering or M.Tech in Mineral Engineering or Mineral processing.
ix.	Human Resources	MBA with specialization in Personnel Management / HR or Post Graduate Degree / Diploma in Personnel Management/ HR OR Master's in Social Work as acceptable under various Labour Legislation for working as Welfare Officer.
x.	Finance	Passed Final Examination of the Institute of Chartered Accountants of India or of the Institute of Cost Accountants of India.
xi.	Survey	Bachelor Degree in Mining / Civil Engineering with Surveyor Certificate of Competency or M. Tech (Geomatics).

Note:

- I. In case a course of study offers dual specialization i.e. in one major discipline and one minor discipline (functional area), the applicant shall be considered only in the discipline (functional area of study) of major specialization.
- II. In case the course offers dual specialization with equal weightage, the same shall be considered subject to submission of a certificate duly issued by respective Institute / University, confirming such equal weightage.
- III. Equivalent qualifications shall be considered as per Government / UGC / AIU / AICTE guidelines.

5.2 Date of Reckoning

Date of reckoning for computation of eligibility towards age, qualification and length of service for experience etc., shall be **01/09/2026**.

5.3 Advertised Post, Consolidated Pay, Age Limit, Post-Qualification Experience and Current /Last Employment Monthly Gross Salary Requirement-

- a) Consolidated Pay, maximum age limit, required post-qualification experience, and minimum current/ last employment monthly gross salary requirement for each post (other than those under the M&HS Cadre) are as follows.

Advertised Post Grade	Advertised Post Name&Consolidated Pay	Maximum Age Limit (Years)	Post Qualification Experience (Years)	Required Monthly Gross Salary* of current/last organisation
FTE-VI	Fixed Term Executive-VI ₹1,69,600/-	52	18	₹90,000/-
FTE-IV	Fixed Term Executive-IV ₹1,31,900/-	47	12	₹70,000/-
FTE-III	Fixed Term Executive-III ₹ 1,13,100/-	42	9	₹60,000/-
FTE-II	Fixed Term Executive-II ₹ 94,200/-	40	6	₹50,000/-
FTE-I	Fixed Term Executive-I ₹ 75,400/-	35	3	₹40,000/-

For M&HS Cadre, Consolidated Pay, the maximum age limit, required years of Post-qualification experience, minimum current / last employment monthly gross salary requirement for each post

Grade	Advertised Post Name & Consolidated Pay	Age-Limit(Years) (Maximum)	Experience (Years)	Required Monthly Gross Salary* of current /last organisation
FTE-II	Fixed Term Executive-II ₹ 94,200/-	40	3	₹50,000/-

- b) Experience shall be reckoned only from the date of obtaining the basic / essential qualification prescribed for the post. For this purpose, the relevant date shall be the date of publication of the result of the said prescribed basic / essential qualification.
- c) Experience shall be considered provided the same is in relevant field.

Experience in the relevant field, refers to working experience in advertised cadre / discipline, in a Mining / Metal / Manufacturing industry or candidate working in any other industry would be considered subject to submission of Experience Certificate.

The Experience Certificate or any other document duly issued by respective organization shall include the details such as Designation, Department, Date of Joining, Date of Leaving, job description / job responsibility during entire tenure (date specific if any change in responsibility) and shall match with the domain requirement of HCL, which shall be assessed during document verification. Applicant shall have to upload Appointment Letter/Pay Slip/Form-16/ PF Statement/ Bank Statement (towards salary credit) of each employment (Minimum any two documents to be uploaded in the online application). Failure in uploading/submission in above record shall lead to cancellation of candidature. In case of any ambiguity, HCL decision on the matter of relevant field experience shall be final.

- d) Experience acquired in Training / Consultancy Experience / Teaching / Fellowship / Internship / Apprenticeship / Academic Project shall not be taken in to consideration as Experience.

5.4 Age Relaxation -

Maximum Age defined at Para (5.3) shall be required as on 01/09/2026. However, relaxation in age for the candidates belonging to SC /OBC/PwBD / Ex-Servicemen categories shall be as under.

Category	Age Relaxation(in years)
OBC (Non-Creamy Layer)	3
SC	5
PWD – General	10
PWD – OBC (Non-Creamy Layer)	13
PWD – SC	15
Ex-Servicemen	5

6. Selection Process

The selection process to the posts shall be on the basis of Performance in the Personal Interview(PI) (100% Weightage).

7. Zone of Consideration

- a) Candidates will be called for Personal Interview in the ratio of 1:5; i.e., for each advertised vacancy, 05 candidates will be called for Personal Interview. In case there is single vacancy, then 10 candidates will be shortlisted for Personal Interview.
- b) In case the number of applications is less than five (5), the Selection Committee, after assessing the suitability of the candidates, shall state the suitability of the interviewed candidates.

Further shortlisting may be carried out from the eligible pool of candidates for posts remaining vacant due to low turnout of shortlisted candidates, or if the waitlist panel is exhausted, etc.

- c) Shortlisting Criteria – Shortlisting for Personal Interview shall be based on the Criteria given below. HCL also reserves the right to conduct written screening test to shortlist candidates for the Personal interview, as per requirement
- i. For each completed year of relevant experience beyond the minimum requirement, 1 mark shall be awarded. For the remaining incomplete period, 1/365 mark shall be awarded for each day.
 - ii. For every additional degree over the minimum essential qualification, only in the relevant cadre/discipline: 1-mark subject to maximum 2 Marks.
 - iii. If required, additional criteria may be inserted.

8. Compensation Package -

Selected candidates shall be entitled to Consolidated Pay (defined at para 5.3), Employer's PF Contribution, HRA, gratuity, medical benefits, leave encashment, and all other applicable benefits in accordance with the provisions of the "Scheme for Engagement of Executives on Fixed Tenure Basis" of HCL.

9. Document Verification

- i. Intimation of Personal Interview (PI) shall be communicated through e-mail. Call letter for appearing in the Interview shall be issued to the shortlisted candidates.
- ii. Once information in respect of interview date/ written test (as the case may be), time & venue is shared with the candidates through their call letter, request for change in date, time and venue shall not be entertained by HCL.
- iii. Candidates shall appear at the venue of PI on the date specified in their call letter with any one of the Original ID Card (Aadhar, Driving License, Voter-ID).
- iv. Following original documents will be verified at the time of interview. Non-production of original documents will debar the candidates from appearing for the interview.
(Also To be uploaded in Online Application)
 - a) Date of Birth proof
 - Xth Standard Passing Certificate indicating Date of Birth **OR**
 - School Leaving Certificate / Birth Certificate
 - b) XIIth Standard Passing Certificate
 - c) Mark Sheet of Graduate Degree and / or Post Graduate Degree and / or Professional Qualification as applicable.
 - d) Graduate Degree and / or Post Graduate Degree and / or Professional Qualification Certificate as applicable (Provisional in case Final Degree Certificate is not available).
 - e) Experience certificate (establishing fulfillment of eligibility criteria) for each organization as declared in the online application. Experience Certificate should contain the details as mentioned at Para 5.3(c).
 - f) Salary Slip & Bank Statement for Last 3 Months/ PF Statement / Appointment

letter and Latest Form-16 of last employment/organization.

- g) Statutory Certificate as defined under eligibility criteria, if any.
- h) Applicants, who have awarded CGPA / GPA / SGPA or letter grades, should provide the documentary evidence of converting CGPA / GPA / SGPA to percentage duly issued by the University / Institute.
- i) Caste Category Certificates-
 - SC/ OBC (Non-Creamy Layer) candidates must produce caste / category certificate, as per the format prescribed by the Government of India.
 - The OBC applicants have to indicate their status as “Creamy Layer” or “Non-Creamy Layer”, as the case may be, while filling the online application. The applicants who belong to “Creamy Layer” are not entitled for relaxations & concessions admissible to OBC Category (Non-Creamy Layer). The OBC (Non-Creamy Layer) applicants are required to submit a requisite certificate in the prescribed format of Government of India, issued by a competent authority on or after 01.04.2026. In case the requisite certificate issued on or after 01.04.2026 is not available at the time of submission of application, the applicant may apply on the basis of the available OBC (Non-Creamy Layer) certificate, subject to submission of the requisite valid certificate at the time of joining. Further, OBC applicants, if called for interview, will have to give an undertaking indicating that they belong to OBC (Non-Creamy Layer) Category at the time of reporting for interview.
 - If the SC/OBC certificate has been issued in a language other than English/Hindi, then the candidates will be required to submit a self-certified translated copy of the same in either English or Hindi.

10. Medical Fitness

Applicants appointment to the post is subject to being found medically fit by such Medical Authority as may be prescribed by the HCL Management.

11. Application Fee

The General & OBC Candidates are required to pay non-refundable application processing fee of ₹500/- (**Five Hundred Only**).

SC/ PwBDs candidates are exempted from paying fees.

The application processing fee plus applicable Bank charges shall be paid by the applicant using the Payment Gateway / NEFT On-line Transfer through HCL's website only. No other form of remittance shall be accepted.

12. Amendments/Modification/Corrigendum

Any amendment / modification / corrigendum in respect of recruitment through this Advertisement shall only be communicated through the Company's website (www.hindustancopper.com) and not through publication in newspaper. Hence, candidates are advised to keep themselves updated by visiting the website from time-to-time for updates, etc.

13. How to Apply

- i. To apply for the posts, candidates fulfilling eligibility criteria must register themselves on HCL website (www.hindustancopper.com) under career section (on the link provided for online application on the career webpage).
- ii. Before filling the online application, candidates are advised to carefully read the instructions contained in "How to fill the Online Application form" provided on the website. They may click on the 'Career' button to get the instruction for online application submission.
- iii. It is mandatory to put in all the relevant information such as qualifying degree details, percentage of marks, email address and mobile no., address for correspondence, soft copy of scanned photograph and signature (JPEG) and scanned copies of the qualification and experience document/s, to complete the online application process and get the Application number. Therefore, applicants are advised to keep such information ready before applying online.
- iv. Exact percentage of marks should be mentioned in qualification table and rounding off of marks should not be done.
- v. **After submitting the online application, the candidates should print the Computer-Generated Online Application and the Acknowledgement Slip and keep a copy for reference and records.**
- vi. Since all applications will be screened based on the information furnished by the candidates in the online application, without verification of documentary evidence/proof at this stage, candidates should ensure that they meet all the prescribed eligibility criteria and other conditions as mentioned in this advertisement.
- vii. Candidates should note that the details provided by them in their application forms are taken on their face value and the onus of proving the correctness and authenticity of the same as and when required, lies with the applicant.

14. General Instructions

- i. The candidates are advised to submit their Online Application well in advance without waiting for the closing date. No hard copy of application will be entertained. **Incomplete application, submission of false information, or failure to upload supporting documents in respect of eligibility may lead to cancellation of candidature for the applied post.**
- ii. The candidates will have the option to opt out of the disclosure scheme provided under Right to Information Act, 2005. The option of opting out shall be given at the time of filling the online application.
- iii. Travelling Ticket Fare shall be reimbursed, from the place of correspondence / communication address given in online application to the Interview Venue, only for those candidates who are actually interviewed. Candidate found ineligible during document verification shall not be eligible for reimbursement of travel expenses.
- iv. In case of variation in name / surname / name spelling mentioned in the application with that in the respective certificates pertaining to Qualification / Caste, etc., the applicant shall be required to submit an affidavit sworn-in before a First-Class Judicial Magistrate / appropriate authority to this effect along with the respective documents at the time of interview failing which the candidature shall be cancelled.
- v. HCL shall be free to reject any application at any stage of the recruitment process or candidature after selection process, if the candidate is found ineligible for the applied post.
- vi. HCL reserves the right to fill or not fill or partly fill any of the above post/s without assigning any reason whatsoever. HCL also reserves the right to cancel / restrict /

modify / alter the recruitment process, if required, without issuing any further notice or assigning any reason whatsoever. 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.

- vii. The selected candidate shall be liable to serve the Company anywhere in India, including at other locations/Units of the Company, and may be utilized for similar projects/assignments during the contract, as may be considered necessary by the Company.
- viii. The services of the incumbent shall be purely temporary/ contractual in nature and shall not confer any right or claim for regular employment, absorption or regularization in HCL at any stage.
- ix. The candidate's appointment will remain provisional subject to caste/category certificates being verified from appropriate authorities and verification of other testimonials. The candidate's services will be liable to be terminated forthwith without assigning any reason in case the above verification reveals that her/his claim for belonging to SC /OBC(NCL) category and other testimonials is found false. HCL also reserves its right to take such further action against the candidate as it may deem proper, for production of such a false caste certificate/testimonial.
- x. In matters of discipline, incumbent appointed shall be governed by HCL's Conduct, Discipline and Appeal Rules framed from time to time.
- xi. Category [SC /OBC(NCL)] once filled / declared in the online application form will not be changed and no benefit of other category will be admissible during the process of recruitment / selection.
- xii. Original documents (for verification) and self-attested copies as detailed in the advertisement along with duly signed hard copy of the Online Application are required to be produced at the time of Personal Interview.
- xiii. Mere fulfilling the minimum eligibility criteria will not entitle any applicant to be called for interview/appointment.
- xiv. **The email id and mobile number provided in the online application form should remain active till the process of recruitment is complete. No change in the email id will be allowed once entered. All future correspondence would be sent via email.**
- xv. HCL shall not be liable for any delay or loss in postal transit for any reason whatsoever or non-receipt of HCL's communication due to wrong email address provided by the applicant / any other reason.
- xvi. In case of any doubt or discrepancy or conflict or confusion or ambiguity that may arise in Hindi version the content of English version shall prevail.
- xvii. Any canvassing directly or indirectly by the applicant shall disqualify his / her candidature from any post.
- xviii. Legal jurisdiction in case of any dispute arising out of this recruitment shall be Kolkata only.
- xix. HCL is an Equal Opportunity Employer and encourages workplace diversity.

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