

**HINDUSTAN/SAMBHAR SALTS LIMITED**  
(A Government of India Enterprise)  
B-427, Pradhan Marg, Malviya Nagar, Jaipur-302017  
Tel. 0141-2524093/2524095

**REQUIRES**

S. No	Name of the Post	Pay Scale (IDA-1997)	Number of posts	<p><b>Note:</b> 1. Posting will be made at any of Company's Office/ manufacturing facilities depending upon location of the vacancies. 2. Vacancies will be filled following reservation criteria for SC/ST/OBC and other as per Government of India's reservation policy. 3. Age &amp; Qualification relaxation may be considered for deserving Ex-servicemen. 4. For Position of P&amp;A preference may be given to Ex-servicemen. 5. For Technical positions or other manufacturing facilities, preference may be given to Ex-Serviceman from MES. 6. Some of the positions can also be filled on contract basis. 7. Retired persons from Public Sector Enterprises having relevant qualifications and experience can also apply. 8. Age relaxation in respect of SC/ST/OBC candidates will be allowed as per Government of India guidelines issued from time to time. The details of the post available on company's website. 9. The online applications form shall be opened on or after 16 Apr 2014. 10. Please apply on or before 15.05.2014 preferably on line in the prescribed format available on company's <a href="http://www.indiansalt.com">www.indiansalt.com</a> <b>Candidate who submitted scanned copy of requisite documents with online application in PDF format need not send hard copy of the application but will produce the original relevant documents for verification at the time of interview.</b></p>
1	<b>General Manager (Works)</b>	<b>17500-400-22300</b>	<b>01</b>	
2	<b>Dy. General Manager (Finance &amp; Accounts)</b>	<b>14500-350-18700</b>	<b>01</b>	
3	<b>Dy. General Manager (Tech)</b>	<b>14500-350-18700</b>	<b>01</b>	
4	<b>Chief Manager (PSP Plant)</b>	<b>13000-350-18250</b>	<b>01</b>	
5	<b>Chief Medical &amp; Health Officer</b>	<b>13000-350-18250</b>	<b>01</b>	
6	<b>Chief Manager (Bromine Plant)</b>	<b>13000-350-18250</b>	<b>01</b>	
7	<b>Sr. Manager (Finance &amp; Accounts)</b>	<b>10750-300-16750</b>	<b>01</b>	
8	<b>Sr. Manager (IT)</b>	<b>10750-300-16750</b>	<b>01</b>	
9	<b>Sr. Manager (Civil)</b>	<b>10750-300-16750</b>	<b>01</b>	
10	<b>Sr. Manager (Salt Washery)</b>	<b>10750-300-16750</b>	<b>01</b>	
11	<b>Sr. Manager (Administration &amp; Estate Management)</b>	<b>10750-300-16750</b>	<b>01</b>	
12	<b>Sr. Manager (Coml) Inputs &amp; Logistics</b>	<b>10750-300-16750</b>	<b>01</b>	
13	<b>Manager (Finance &amp; Accounts)</b>	<b>8600-250-14600</b>	<b>02</b> <b>(1 OBC &amp; 1 U/R)</b>	
14	<b>Manager (Mines Operations)</b>	<b>8600-250-14600</b>	<b>01</b>	
15	<b>Manager (P&amp;A)</b>	<b>8600-250-14600</b>	<b>01</b>	
16	<b>Medical Officer</b>	<b>8600-250-14600</b>	<b>01</b>	
17	<b>Manager (R&amp;D and Quality Control)</b>	<b>8600-250-14600</b>	<b>01</b>	
18	<b>Jr. Manager (Survey)</b>	<b>5600-150-8600</b>	<b>01</b>	
19	<b>Executive/Management Trainee</b>	<b>Consolidated payment of Rs 15000/- PM onwards</b>	<b>15</b>	

HR- 2 , Mktg./ Com/- 03 , Technical – 6 (Elect/ Mech/ Chem) Finance & Accounts – 03 , Coordination/MIS- CS- 01

**Details of posts for Publication of Vacancy Notification in April 2014 on company's website**

Sr. No.	Position	Posts	Required Qualifications & Experience (Years)		Pay Scale(IDA-1997) (Rs.) In addition to Basic, DA and other allowances will also be available.	Gross Amount (Basic Pay + IDA) excluding other allowances Rs.	Remarks
			Qualification	Exp. years			
1	General Manager (Works)	01 (U/R)	<ul style="list-style-type: none"> <li>• B. Tech + MBA OR</li> <li>• B. Tech. OR MBA</li> <li>• Ex Serviceman with required Administrative or Technical Experience may also apply.</li> </ul>	18 20 20	17500-400-22300	55668/-	
2	Dy. General Manager (Finance & Accounts)	01 (U/R)	<ul style="list-style-type: none"> <li>• CA + ICWA</li> <li>• CA or ICWA</li> </ul>	14 16	14500-350-18700	46125/-	
3	Dy. General Manager (Tech)	01 (U/R)	<ul style="list-style-type: none"> <li>• B. Tech. + MBA or equivalent or Higher Technical or Professional Qualification</li> <li>• B. Tech or MBA or Equivalent or Higher Technical or Professional Qualification or Ph. D in specified related subject or on any such specialization.</li> </ul>	14 16	14500-350-18700	46125/-	

4	Chief Manager (PSP Plant)	01 (U/R)	• B. Tech + MBA or equivalent or Higher Technical or Professional Qualification.	10	13000-350-18250	41353/-	
			• B. Tech in Chemical Engineering or MBA or equivalent or Higher Technical or Professional Qualification	12			
			• Technical/Professional Diploma	22			
			• Post Graduate in Organic or Inorganic Science	20			
5	Chief Medical & Health Officer	01 (U/R)	• M.D. (Medicine) + MS	10	13000-350-18250	41353/-	
			• MD (Medicine) or MS	12			
6	Chief Manager (Bromine Plant)	01 (U/R)	• B. Tech + MBA or equivalent or Higher Technical or Professional Qualification.	10	13000-350-18250	41353/-	
			• B. Tech in Chemical Engineering or MBA or equivalent or Higher Technical or Professional Qualification	12			
			• Technical/Professional Diploma	22			
			• Post Graduate in Organic or Inorganic Science	20			
7	Sr. Manager (Finance & Accounts)	01 (U/R)	• CA+ICWA Or	06	10750-300-16750	34196/-	
			• CA or ICWA	08			
8	Sr. Manager (IT)	01 (U/R)	• M.Com	14	10750-300-16750	34196/-	
			• B. Com	16			
8	Sr. Manager (IT)	01 (U/R)	• B. Tech (IT) OR	10	10750-300-16750	34196/-	
			• Diploma in IT	16			

9	Sr. Manager (Civil)	01 (U/R)	<ul style="list-style-type: none"> <li>• B. Tech (Civil) + MBA or equivalent or Higher Technical or Professional Qualification</li> <li>• B. Tech (Civil) or equivalent or Higher Technical or Professional Qualification</li> <li>• Diploma in Civil</li> <li>• Post Graduate Diploma in Civil</li> </ul>	08 10 16 14	10750-300-16750	34196/-	
10	Sr. Manager (Salt Washery)	01 (U/R)	<ul style="list-style-type: none"> <li>• B. Tech + MBA or equivalent or Higher Technical or Professional Qualification.</li> <li>• B. Tech in Chemical Engineering or MBA or equivalent or Higher Technical or Professional Qualification</li> <li>• Technical/Professional Diploma</li> <li>• Post Graduate in Organic or Inorganic Science</li> <li>• Graduate in Organic or Inorganic Science</li> </ul>	08 10 16 14 16	10750-300-16750	34196/-	<i>Preferably those who are working in Salt Washery</i>
11	Sr. Manager (Administration & Estate Management)	01(U/R)	<ul style="list-style-type: none"> <li>• MBA with Degree in Professional Law OR with Diploma in Personnel Management or IR or Labour Welfare or Social Welfare</li> <li>OR</li> <li>• Post Graduate Diploma in Personnel Management</li> <li>• MBA with Specialization in HR</li> <li>OR</li> <li>• Graduate with Degree in Professional Law and Diploma in Personnel Management OR in IR or Labour Welfare or Social Welfare.</li> </ul>	08 14 10 16	10750-300-16750	34196/-	<ul style="list-style-type: none"> <li>- <i>Exp. in Estate Management</i></li> <li>- <i>Candidates having B.E./ Diploma in Civil may also be considered</i></li> </ul>

12	Sr. Manager (Coml) Inputs & Logistics	01 (U/R)	<ul style="list-style-type: none"> <li>• MBA with specialization in Marketing or equivalent</li> <li>• Diploma in Material Management</li> <li>• Post Graduate in Commerce or Post Graduate Diploma Holders of Professional Qualification.</li> <li>• Graduate in Commerce or Arts or Science or BBA etc.</li> </ul>	10 16 14 16	10750-300-16750	34196/-	
13	Manager (Finance & Accounts)	02 (1 U/R) & (1 OBC)	<ul style="list-style-type: none"> <li>• CA or ICWA Or</li> <li>• CA/ICWA (Inter) OR</li> <li>• M.Com</li> <li>• B. Com</li> </ul>	1 7 12 14	8600-250-14600	27357/-	Experience in relevant field
14	Manager (Mines Operations)	01 (U/R)	<ul style="list-style-type: none"> <li>• B.Tech. in Mining (U/R) + MBA(Operations Mgt)</li> <li>• B.Tech. in Mining (U/R) Second Class Mines Manager Certificate of U/R Mines OR suitable equivalent in Mining.</li> </ul>	03 05	8600-250-14600	27357/-	
15	Manager (P&A)	01 (U/R)	<ul style="list-style-type: none"> <li>• MBA with Degree in Professional Law OR with Diploma in Personnel Management or IR or Labour Welfare or Social Welfare OR</li> <li>• MBA with Specialization in HR OR</li> <li>• Post Graduate Diploma in Personnel Management</li> <li>• Graduate with Degree in Professional Law and Diploma in Personnel Management OR in IR or Labour Welfare or Social Welfare.</li> </ul>	03 05 12 14	8600-250-14600	27357/-	

16	Medical Officer	01(U/R)	<ul style="list-style-type: none"> <li>• MD or MS</li> <li>• M.B.B.S.</li> </ul>	03 05	8600-250-14600	27357/-		
17	Manager (R&D and Quality Control)	01(U/R)	<ul style="list-style-type: none"> <li>• B. Tech (Chem) + MBA (operations Management)</li> <li>• B. Tech (Chem)</li> <li>• Technical Diploma in R&amp;D and Quality control</li> <li>• Post Graduate Diploma in R&amp;D and Quality control</li> </ul>	03 05 14 12	8600-250-14600	27357/-		
18	Jr. Manager (Survey)	01 (U/R)	<ul style="list-style-type: none"> <li>• 10+2+Certificate in Survey Trade (Certificate of competency (U/R) from DGMS</li> </ul>	08	5600-150-8600	17814/-		
19	<b>Executive / Management Trainee</b>							
	Personnel & Administration	02	<ul style="list-style-type: none"> <li>• MBA in HR or equivalent or Masters in PM/IR/SW/Law or such equivalent.</li> </ul>	Fresher	1 <sup>st</sup> year Rs 15000/- PM, 2 <sup>nd</sup> Year Rs 16000/- PM		<i>Qlf.:</i> <ul style="list-style-type: none"> <li>• 2 years full time regular course in case of MBA and 4 years full time course in B. Tech/ B.E. recognised by Govt. of India.</li> <li>• Minimum 55% or ( On a 10 point scale</li> </ul>	
	Marketing/ Commercial	03	<ul style="list-style-type: none"> <li>• MBA or equivalent in marketing or material or logistics or operations.</li> <li>• B.E. or B. Tech. + MBA or equivalent in Marketing or materials or logistics or operations management etc.</li> </ul>	Fresher	1 <sup>st</sup> year Rs 15000/- PM, 2 <sup>nd</sup> Year Rs 16000/- PM  1 <sup>st</sup> Year Rs 17000/- PM, 2 <sup>nd</sup> Year Rs 19000/- PM			
	Technical ( Electrical/Mechanical/ Chemical )	06	<ul style="list-style-type: none"> <li>• B. E. / B. Tech in Mech / Elect/ Chemical Engg.</li> <li>• M. E. / M. Tech in Mech / Elect/ Chemical Engg.</li> </ul>	Fresher	1 <sup>st</sup> year Rs 15000/- PM, 2 <sup>nd</sup> Year Rs 16000/- PM  1 <sup>st</sup> Year Rs 17000/- PM, 2 <sup>nd</sup> Year Rs 19000/- PM			

	<b>Finance &amp; Accounts</b>	<b>03</b>	<b>CA/ICWA</b>	<b>Fresher</b>	<b>Rs. 18000/- PM</b>	<i>CGPA/GPA of 5.5 will be considered )</i>
	<b>Coordination/MIS /CS</b>	<b>01</b>	<b>Company Secretary (ICSI)</b>	<b>Fresher</b>	<b>1<sup>st</sup> year Rs 15000/- PM, 2<sup>nd</sup> Year Rs 16000/- PM</b>	

**Please Note:**

1. Above number of positions and place of posting is indicative only and may increase or decrease depending upon the outcome of review which is in process.
2. Maximum age limit for positions of General Manager – 52 years, Chief Manager & Sr. Manager -45 years, Managers & Asstt. Manager - 40 years, Jr. Managers, Supervisors - 35 years, for Management/Executive Trainee – 25 years. Relaxation in age and qualification may be considered for deserving internal / external candidates.
3. *Basic computer software operations such as MS Office, Internet, Email or such software is essential for all positions. If all things remain equal, preference will be given to those candidates having working knowledge of computer operations.*
4. Vacancies will be filled following reservation criteria for SC/ST, OBC and Others as per Government of India's reservation Policy.
5. Age & qualification relaxation may be considered for deserving Ex- servicemen.
6. Ex-Serviceman may refer the Annexure-A before applying to the post for their eligibility
7. Some of the positions can also be filled on contract basis. Retired persons from Public Sector Enterprises having relevant qualifications and experience can also apply.
8. Candidates from Public Sector Undertakings, should either be working in same pay scale or have at least 2 year experience in next lower scale. For all other candidates, for positions of Chief Manager and above, candidates should have at least 5 year experience working at senior positions.
9. Pay scales indicated above are as per guidelines issued in IDA 1997 and are under consideration for revision.
10. Looking the qualification and experience, fixation of salary at higher stage can be considered for deserving candidates.
11. Relaxation in experience can be considered for the candidates having higher qualification or having experience in reputed concerns.
12. Candidate from Public Sector Undertakings or Government Department will need to produce NOC at the time of interview.
13. Appointment on positions mentioned above are liable to be transferred or posted in any of the office of Hindustan Salts Limited/Sambhar Salts Limited as per operational requirement.

## COMPARISON OF RANKS OF DEFENCE OFFICIALS & HSL/SSL PAY SCALE

Sl. No.	Designations At HSL/SSL	Pay Scale					Designation of Defence Services				Eligibility For Applying In HSL /SSL For The Designation At 'A' (For Equivalent or above Ranks in Three Services (H, I, J))
		(IDA-1997)	(CDA-1996)	(IDA -2007)	(CDA - 2006) RAILWAY	(CDA - 2006)	Commissioned Officer	ARMY	NAVY	AIR FORCE	
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
1	GGM	18500-23900		43200-66000	NA	PB-4/8900		BRIGADIER	COMMODORE	AIR COMMODORE	BRIGADIER/COL
2	GM	17500-22300		36600-62000	PB-4/8700	PB-3/8700	SCO	COLONEL	CAPTAIN	GROUP CAPTAIN	COLONEL/LT.COL
3	AGM	16000-20800		32900-58000	PB-3/7600	PB-3/7600	SCO	LT.COL	COMMANDER	WING COMMANDER	LT.COL/MAJOR
4	DGM	14500-18700		29100-54500	PB-3/6600	PB-3/6600	CO	MAJOR	LT.COMMANDER	SQUADRON LEADER	MAJOR/ CAPTAIN
5						PB-3/6100	CO	CAPTAIN	LT.COMMANDER	FLIGHT LT.	
6	CM	13000-18250		24900-50500	PB-2/5400	PB-3/5400	CO	LIEUTNANT	SUB LIEUTENANT	FLYING OFFICER	LIEUTENANT/ SUBEDAR MAJOR
7	SR. MGR	10750-16750	10000-15200	20600-46500	PB-2/4800	PB-2/4800	JCO	SUBEDAR MAJOR	MASTER CHIEF PETTY OFFICER 1ST CLASS	MASTER WARRANT OFFICER	SUBEDAR MAJOR/SUBEDAR
8	MGR	8600-14600	8000-13500	16400-40500	PB-2/4600	PB-2/4600	JCO	SUBEDAR	MASTER CHIEF PETTY OFFICER IIND CLASS	WARRANT OFFICER	SUBEDAR/NAYAB SUBEDAR
9	ASST. MGR	6550-11350	6500-10500	12600-32500		PB-2/4200	JCO	NAYAB SUBEDAR	CHIEF PETTY OFFICER	JR. WARRANT OFFICER	NAYAB SUBEDAR/ HAVILDAR
10	JR. MGR	5600-8600	5500-9000	10800-27000		PB-1/2800	NCO	HAVILDAR	PETTY OFFICER	SERGEANT	HAVILDAR

**Note:** For the technical position Ex-Serviceman shall belongs to M.E.S. (Military Engg. Services) but, for administrative position this is not necessary