

No. : 7/65/2019-PESB

**भारत सरकार**  
**Government of India**  
**कार्मिक एवं प्रशिक्षण विभाग**  
**Department of Personnel & Training**  
**(लोक उद्यम चयन बोर्ड)**  
**(Public Enterprises Selection Board)**

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ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड  
 Block No.14, C.G.O. Complex, Lodhi Road  
 नई दिल्ली / New Delhi- 110003  
 Dated : 15/01/2020

|   |                             |
|---|-----------------------------|
| सी. पी. एस. ई. का नाम<br>NAME OF THE CPSE         | Balmer Lawrie & Co. Limited |
| पद का नाम<br>NAME OF THE POST                     | Director(MB)                |
| रिक्ति की तारीख<br>DATE OF VACANCY                | 16/12/2019                  |
| सी. पी. एस. ई. की अनुसूची<br>SCHEDULE OF THE CPSE | Schedule B                  |
| पद का वेतनमान<br>SCALE OF THE POST                | Rs. 160000-290000 (IDA)     |

## I. COMPANY PROFILE

Balmer Lawrie & Co. Ltd. (BLC) was incorporated under the Companies Act, 1956. By a scheme of arrangement, shares of Balmer Lawrie were transferred to Balmer Lawrie Investment Ltd.(BLIL) by IBP. BLC is a multi product, multi location, diversified business conglomerate operating through its various Strategic Business Units(SBUs) and Joint Venture Companies.

The Company is engaged in manufacturing of Steel Barrels and Drums, Greases and Lubricants and Leather Chemicals and providing services in the areas of travel and tours, logistics, Container freight station, Warehousing and Distribution, Refinery and Oil Field Services, Temperature Controlled Warehouse etc through its plants, Sales Offices, Branch Offices, Technical Service centres spread all over India. Today Balmer Lawrie has six business units - industrial Packaging, Greases & Lubricants, Leather Chemicals, Travel & Vacations, Logistics and Refinery Oil Field Services with offices spread across the country.

BL&C is a Schedule 'B' Mini-ratna-I CPSE in Medium and Light Engineering sector with the administrative jurisdiction of Ministry of Petroleum & Natural Gas. The company employed 1069 regular employees (Executives- 469 & Non-Executives- 600) as on 31.03.2019.

Its registered and Corporate offices are at Kolkata, West Bengal.

The authorized and paid up share capital of the Company were Rs.300 crores and Rs. 114 crores respectively as on 31.03.2019

The shareholding of the BLIL in the company is 61.80%.

## II. JOB DESCRIPTION AND RESPONSIBILITIES

Director (Manufacturing Business) is a member of the Board of Directors and reports to Chairman & Managing Director. He is responsible for providing direction and guidance to the Business under his charge i.e. Greases & Lubricants, Leather, Chemicals, Industrial Packaging and Refinery and Oil Field Services, Environment Scanning and implementation of business strategies. He is also responsible for identification of appropriate technologies, technology vendors and guiding technology transfers in existing and new ventures.

## III. ELIGIBILITY

### 1. AGE : On the date of occurrence of vacancy (DOV)

| Age of superannuation 60 years |   |         |   |
|--------------------------------|---|---------|---|
| Internal                       |   | Others  |   |
| Minimum                        | Maximum   | Minimum | Maximum   |
| 40                             | 2 years residual service as on the date of vacancy w.r.t. the date of superannuation. | 40      | 3 years residual service as on the date of vacancy w.r.t. the date of superannuation. |

### 2. EMPLOYMENT STATUS:

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity – and **not** in a contractual/ad-hoc capacity – in one of the followings:-

(a) Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);

(b) Central Government including the Armed Forces of the Union and All India Services;

(c) State Public Sector Enterprise (SPSE) where the annual turnover is **\*Rs 1000 crore or more**;

(d) Private Sector in company where the annual turnover is **\*Rs 1000 crore or more**.

**Preference would be given to candidates from listed companies.**

*(\* The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits)*

### 3. QUALIFICATION:

The applicant should be an engineering graduate with good academic record from a recognised University/ Institution.

Applicants with Post Graduate degree/ diploma in Management will have added advantage.

### 4. EXPERIENCE:

The applicant should have adequate managerial experience at a senior level in an organization of repute.

Experience of manufacturing sector is desirable.

### 5. PAY SCALE:

(a)Central Public Sector Enterprises-

### **Eligible Scale of Pay**

- (i) Rs. 6250-7475 (IDA) Pre 01/01/1992
- (ii) Rs. 8520-10050 (IDA) Post 01/01/1992
- (iii) Rs. 18500-23900 (IDA) Post 01/01/1997
- (iv) Rs. 43200-66000 (IDA) Post 01/01/2007
- (v) Rs. 100000-260000 (IDA) Post 01.01.2017
- (vi) Rs. 14300-18300 (CDA) Pre-revised
- (vii) Rs. 37400-67000 + GP 8700 (CDA)
- (viii) Rs. 123100-215900 (Level 13) CDA

**The minimum length of service required in the eligible scale will be one year for internal candidates, and two years for others as on the date of vacancy.**

**(b)**

**(i) Applicants from Central Government / All India Services** should be holding a post of the level of Director in Government of India or carrying equivalent scale of pay on the date of application.

**(ii) Applicants from the Armed forces of the Union** should be holding a post of the level of Brigadier in the Army or equivalent rank in Navy/Air Force on the date of application.

**(c)**

**Applicants from State Public Sector Enterprises/ Private Sector** should be working at Board level position or at least a post of the level immediately below the Board level on the date of application.

### **6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS**

Central Government Officers, including those of the Armed Forces of the Union and the All India Services, will be eligible for consideration only on immediate absorption basis.

### **IV. DURATION OF APPOINTMENT**

The appointment shall be for a period of five years from the date of joining or upto the date of superannuation or until further orders, whichever is earlier.

### **V. SUBMISSION OF APPLICATIONS**

All applicants should send their applications as per the format.

**1.** The applicants should submit their applications through proper channel as follows:

(a) Government Officers, including those of the Armed Forces of the Union and All India Services: through Cadre Controlling authority;

(b) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry;

(c) Below Board level in CPSE: through the concerned CPSE;

(d) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government;

(e) Below Board level in SPSE: through the concerned SPSE

(f) Private Sector: directly to the PESB.

**2.** Applicants from Private Sector must submit the following documents along with the application

form:

- (a) Annual Reports of the Company in which currently working for the 3 financial years preceding the calendar year in which the post is advertised (please provide URL or attach/enclose copies);
- (b) Whether the company is listed or not; if yes, the documentary proof (please provide URL or attach/enclose copies);
- (c) Evidence of working at Board level or at least a post of the level immediately below the Board level;
- (d) Self-attested copies of documents in support of age and qualifications;
- (e) Relevant Jobs handled in the past with details.

## **VI. UNDERTAKING BY THE APPLICANT**

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

### **1. For candidates from Central Government/Armed Forces of the Union/ All India Services**

- (a) The appointment is on immediate absorption basis.
- (b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- (c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

### **2. For candidates from CPSE**

- a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.
- b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

### **3. For candidates from SPSE/ Private Sector**

- a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

**4.** In the above cases, no request for relaxation or otherwise would be entertained.

## **VII. THE APPLICANTS CAN EITHER**

**(a)** fill up the Application Form online against this Job Description on the website of PESB - <https://pesb.gov.in/> and thereafter forward it online, as specified in para V(1);

**Or**

**(b)** fill up the Application Form online against this Job Description on the website of PESB - <https://pesb.gov.in/>, take a printout and send it offline, as specified in para V(1).

Last time/date of receipt of complete application duly forwarded to PESB is **by 15.00 hours on 09/03/2020**. No application shall be entertained under any circumstances after the stipulated time/date. Incomplete applications and applications received after the stipulated time/date shall be REJECTED. Board reserves the right to shortlist applicants for interview.

Applications are to be addressed to

Smt Kimbuong Kipgen

Secretary,

Public Enterprises Selection Board, Public Enterprises Bhawan,

BlockNo. 14, CGO Complex, Lodhi Road, New Delhi-110003.

ALL CORRESPONDENCE WITH THE PUBLIC ENTERPRISES SELECTION BOARD SHOULD BE ADDRESSED TO **SECRETARY, PUBLIC ENTERPRISES SELECTION BOARD ONLY**.