



**The West Bengal Power Development Corporation Limited**  
 (A Government of West Bengal Enterprise)  
 Corporate Identity No. : U40104WB1985SGC039154  
 Registered & Corporate Office:  
 "Bidyut Unnayan Bhaban", Plot No. 3/C, LA-Block,  
 Sector-III, Bidhannagar, Kolkata 700 106

## Employment Notification No.: WBPDC/Recruitment/2025/01

The West Bengal Power Development Corporation Limited (WBPDC), a Government of West Bengal Enterprise, engaged in the business of generation of electricity in the State of West Bengal, intends to engage experienced superannuated personnel on **CONTRACTUAL** basis initially for a period of **02 (two) years** which may be extended further, subject to satisfactory performance, for its mining activities relating to coal mines of the Company spread across West Bengal & Jharkhand, as per details given below: --

### A. DETAILS OF POSITIONS & MINIMUM ESSENTIAL QUALIFICATIONS:

Sl.	Position	Vacancy	Educational Qualification	Minimum Experience	Consolidated Remuneration
01	<b>Consultant (HR &amp; Legal) under PPJH</b>	01 no.	Graduate in any discipline with MBA (HR) or PG Diploma / Degree (2 yrs. full time course) in Personnel Management & IR or MSW or DSW or MHRM from any recognized University or reputed Institute approved by AICTE/IIMs/XLRI/ IISWBM alongwith Degree in Law.	20 years' (post qualification) or more in managerial position in a large Engineering Industry/ Power Utility/Manufacturing Industry / Construction Company in a professional environment with experience in handling IR issues, Contractor workers, legal, HR issues etc.	Rs. 94,000/-
02.	<b>Consultant (IR &amp; Legal) under DPDH</b>	01 no.	Graduate in any discipline with MBA (HR) or PG Diploma / Degree (2 yrs. full time course) in Personnel Management & IR or MSW or DSW or MHRM from any recognized University or reputed Institute approved by AICTE/IIMs/XLRI/ IISWBM alongwith Degree in Law.	20 years' (post qualification) or more in managerial position in a large Engineering Industry/ Power Utility/Manufacturing Industry / Construction Company in a professional environment with experience in handling IR issues, Contractor workers, legal, HR issues etc.	Rs. 94,000/-
03.	<b>Agent under DPDH</b>	01 no.	Full time 4 years B.E. or B. Tech. degree / Integrated M. Tech. / Dual-degree B. Tech – M. Tech. programme / B. Sc. – B. Tech. B. Tech. through lateral entry / AMIE in Mining Engineering from any institute approved / recognized by the UGC, AICTE with 1 <sup>st</sup> Class Manager's Certificate of Competency under the MMR - 1961.	At least 18 years' post qualification experience of managing and operating in Metalliferous Mines, out of which not less than 03 years should be in the position of Sr. Manager or equivalent in mining operation, with minimum 08 years' experience as a 1st Class Mines Manager in a Mechanized Metalliferous Mines having at least mine production capacity of 3.0 MTPA.	Rs. 94,000/-
04.	<b>Agent under GBWB</b>	01 no.	Full time 4 years B.E. or B. Tech. degree / Integrated M. Tech. / Dual-degree B. Tech – M. Tech. programme / B. Sc. – B. Tech. B. Tech. through lateral entry / AMIE in Mining Engineering from any institute approved / recognized by the UGC, AICTE with 1 <sup>st</sup> Class Manager's Certificate of Competency under the CMR, 1957/2017.	At least 18 years' post qualification experience of managing and operating Coal Mines, out of which not less than 03 years should be in the position of Sr. Manager or equivalent in mining operation, with minimum 08 years' experience as a 1st Class Mines Manager in a Mechanized Open Cast Coal Mine having at least mine production capacity of 3.0 MTPA.	Rs. 94,000/-

Sl.	Position	Vacancy	Educational Qualification	Minimum Experience	Consolidated Remuneration
05.	<b>Agent under TEWB</b>	01 no.	Full time 4 years B.E. or B. Tech. degree / Integrated M. Tech. / Dual-degree B. Tech – M. Tech. programme / B. Sc. – B. Tech. B. Tech. through lateral entry / AMIE in Mining Engineering from any institute approved / recognized by the UGC, AICTE with 1 <sup>st</sup> Class Manager's Certificate of Competency under the CMR, 1957/2017.	At least 18 years' post qualification experience of managing and operating Coal Mines, out of which not less than 03 years should be in the position of Sr. Manager or equivalent in mining operation, with minimum 08 years' experience as a 1st Class Mines Manager in a Mechanized Open Cast Coal Mine having at least mine production capacity of 3.0 MTPA.	Rs. 94,000/-
06.	<b>Manager under GBWB</b>	01 no.	Degree in Mining Engineering / AMIE in Mining Engineering from any institute approved / recognized by the UGC, AICTE with 1st Class Manager's Certificate of Competency under the CMR, 1957/2017.	05 years' post qualification experience in Coal Mine out of which 01 year in open cast coal mine as Mines Manager after having obtained 1st Class Manager's Certificate of Competency.	Rs. 75,000/-
07.	<b>Manager under PPJH</b>	01 no.	Degree in Mining Engineering / AMIE in Mining Engineering from any institute approved / recognized by the UGC, AICTE with 1st Class Manager's Certificate of Competency under the CMR, 1957/2017.	15 years' post qualification experience in Coal Mine out of which 03 years in open cast coal mine as Mines Manager after having obtained 1st Class Manager's Certificate of Competency in a mine of 15 MT or more capacity.	Rs. 75,000/-
08.	<b>Jr. Consultant (IR) under BNBW</b>	01 no.	Graduate in any discipline with MBA (HR) or PG Diploma / Degree (2 yrs. full time course) in Personnel Management & IR or MSW or DSW or MHRM from any recognized University or reputed Institute approved by AICTE/IIMS/XLRI/ IISWBM. Degree in Law is desirable.	15 years' post qualification or more in managerial position in a large Engineering Industry/ Power Utility/Manufacturing Industry / Construction Company in a professional environment with experience in handling IR issues, Contractor workers, legal, HR issues etc.	Rs. 75,000/-
09.	<b>Jr. Consultant (Welfare) under GBWB</b>	01 no.	Graduates with at least two years full time [Post Graduate Degree/ PG Diploma/ Post Graduate Program in Management] with specialization in HR/ Industrial Relations/ Personnel Management or [MHRD/ MBA/ Master of Social Work] with specialization in HR (Major) from any recognized Indian University / Institute.	15 years' post qualification experience in coal mine as Mine Welfare / Personnel Officer.	Rs. 75,000/-
10.	<b>Jr. Consultant (HR) under PPJH</b>	01 no.	Graduate in any discipline with MBA (HR) or PG Diploma / Degree (2 yrs. full time course) in Personnel Management & IR or MSW or DSW or MHRM from any recognized University or reputed Institute approved by AICTE/IIMS/XLRI/ IISWBM.	15 years' post qualification or more in managerial position in a large Engineering Industry/ Power Utility/Manufacturing Industry / Construction Company in a professional environment with experience in handling IR issues, Contractor workers, legal, HR issues etc.	Rs. 75,000/-
11.	<b>Dy. Consultant (Geologist)</b>	01 no.	Honours Graduate in Geology from a recognized University / Institute alongwith adequate knowledge in Minex Software. Master's degree in relevant field is desirable.	15 years' experience in the relevant field in a reputed firm.	Rs. 75,000/-
12.	<b>Dy. Consultant (Mining)</b>	01 no.	Bachelors' Degree in Mining Engineering from any institute approved / recognized by the UGC, AICTE with 1st Class Manager's Certificate of Competency under the CMR, 1957.	At least 15 years' experience with 5 years in the equivalent rank of Deputy General Manager & above, in PSUs dealing with coal mining activities having extensive exposure to Production Planning, Mining Operations, Strategic Planning and Project Management at open cast mines. Strong understanding of all aspects governing operational and production activities and up to date knowledge of latest technological advancements, regulations / guidelines and statutory compliances.	Rs. 75,000/-

Sl.	Position	Vacancy	Educational Qualification	Minimum Experience	Consolidated Remuneration
13.	<b>Safety Officer under DPDH</b>	01 no.	Full time 4 years' B.E. or B. Tech. degree / Integrated M. Tech. / Dual-degree B. Tech – M. Tech. programme / B. Sc. – B. Tech. B. Tech. through lateral entry / AMIE in Mining Engineering from any institute approved / recognized by the UGC, AICTE with 1st Class Manager's Certificate of Competency under the MMR, 1961.	3 years' as Assistant Mines Manager / Safety Officer in Metalliferous Mines.	Rs.63,000/-
14.	<b>Safety Officer under BNBW</b>	01 no.	Full time 4 years' B.E. or B. Tech. degree / Integrated M. Tech. / Dual-degree B. Tech – M. Tech. programme / B. Sc. – B. Tech. B. Tech. through lateral entry / AMIE in Mining Engineering from any institute approved / recognized by the UGC, AICTE with 1st Class Manager's Certificate of Competency under the MMR, 1961.	3 years' as Assistant Mines Manager / Safety Officer in Coal Mine.	Rs.63,000/-
15.	<b>Blasting-In-Charge under DPDH</b>	01 no.	Full time 4 years' B.E. or B. Tech. degree / Integrated M. Tech. / Dual-degree B. Tech – M. Tech. programme / B. Sc. – B. Tech. B. Tech. through lateral entry / AMIE in Mining Engineering from any institute approved / recognized by the UGC, AICTE with 1st Class / 2nd Class Manager's Certificate of Competency under the MMR, 1961.	3 years' in Metalliferous Mines as Blasting Officer.	Rs.63,000/-
16.	<b>Assistant Mines Superintendent under DPDH</b>	01 no.	Full time 4 years' B.E. or B. Tech. degree / Integrated M. Tech. / Dual-degree B. Tech – M. Tech. programme / B. Sc. – B. Tech. B. Tech. through lateral entry / AMIE in Mining Engineering from any institute approved / recognized by the UGC, AICTE with 1st Class / 2nd Class Manager's Certificate of Competency under the MMR - 1961.	3 years' post qualification in Metalliferous Mines.	Rs.63,000/-
17.	<b>Supervising Officer (Welfare) under DPDH</b>	01 no.	Graduates with at least two years full time [Post Graduate Degree/ PG Diploma/ Post Graduate Program in Management] with specialization in HR/ Industrial Relations/ Personnel Management or [MHRD/ MBA/ Master of Social Work] with specialization in HR (Major) from any recognized Indian University / Institute.	Experience in Metalliferous Mines or industrial undertaking is preferable.	Rs.63,000/-
18.	<b>Health Officer under DPDH</b>	01 no.	MBBS degree recognized by the Medical Council of India and registered with Medical Council of India / West Bengal Medical Council.	Not applicable	Rs.63,000/-
19	<b>Superintendent (E&amp;M) under DPDH</b>	01 no.	Full time Diploma or Diploma through lateral entry in Electrical Engineering / Mining Machinery from an Institute approved by the State Council of Technical & Vocational Education and Skill Development / AICTE.	2 years' post qualification experience as Mine Engineer (E&M) in Metalliferous Mines.	Rs.40,000/-
20	<b>Electrical Supervisor under DPDH</b>	01 no.	Full time Diploma or Diploma through lateral entry in Electrical Engineering / Mining Machinery from an Institute approved by the State Council of Technical & Vocational Education and Skill Development / AICTE.	2 years' post qualification experience as Electrical Supervisor in Metalliferous Mines.	Rs.40,000/-

Sl.	Position	Vacancy	Educational Qualification	Minimum Experience	Consolidated Remuneration
21	Magazine-In-Charge under PPJH	01 no.	Graduate Degree in any discipline from any University recognized by the UGC with proficiency in Computer Application.	3 years' post qualification in coal mine.	Rs.40,000/-
22	Magazine-In-Charge under BNBW	01 no.	Graduate Degree in any discipline from any University recognized by the UGC with proficiency in Computer Application.	3 years' post qualification in coal mine.	Rs.40,000/-
23	Magazine-In-Charge under GBWB	01 no.	Graduate Degree in any discipline from any University recognized by the UGC with proficiency in Computer Application.	3 years' post qualification in coal mine.	Rs.40,000/-
24	Magazine-In-Charge under TEWB	01 no.	Graduate Degree in any discipline from any University recognized by the UGC with proficiency in Computer Application.	3 years' post qualification in coal mine.	Rs.40,000/-
25	Assistant Magazine-In-Charge under PPJH	01 no.	Graduate Degree in any discipline from any University recognized by the UGC with proficiency in Computer Application.	1 years' post qualification in coal mine.	Rs.29,000/-
26	Assistant Magazine-In-Charge under BNBW	01 no.	Graduate Degree in any discipline from any University recognized by the UGC with proficiency in Computer Application.	1 years' post qualification in coal mine.	Rs.29,000/-
27	Assistant Magazine-In-Charge under GBWB	01 no.	Graduate Degree in any discipline from any University recognized by the UGC with proficiency in Computer Application.	1 years' post qualification in coal mine.	Rs.29,000/-
28	Assistant Magazine-In-Charge under TBWB	01 no.	Graduate Degree in any discipline from any University recognized by the UGC with proficiency in Computer Application.	1 years' post qualification in coal mine.	Rs.29,000/-

**B. TENURE OF ENGAGEMENT & COMPENSATION:** Engagement shall be made only from the **superannuated employees**, purely on contractual basis, initially for a period of **01 (one) year** with a provision for further extension, if required, with fixed consolidated remuneration. Annual enhancement @ 3% on Consolidated Remuneration as payable at that respective point of time shall be paid based on satisfactory performance evaluation.

Note: - The term 'Superannuated Employees' means the persons retired on attaining the age of superannuation.

**C. AGE:** Maximum age limit of **63 years** as on **01.02.2025**.

**D. SELECTION PROCESS:**

Based on the applications received, candidates shall be shortlisted for Personal Interview to be held in Kolkata only.

**E. HOW TO APPLY:**

Eligible candidates will be required to apply online only through the 'APPLY ONLINE' link on the WBPDCCL recruitment portal ([www.wbpdcl.co.in](http://www.wbpdcl.co.in)). No other mode of application shall be accepted.

1. Before registering / submitting applications on the WBPDCCL recruitment portal, the candidates should possess a valid:
  - a. E-mail ID
  - b. Mobile number
  - c. Aadhaar Number
  - d. Scanned copy of recent passport size coloured photograph of the candidate.



2. The application is liable to be rejected if the uploaded photograph is not clear and recognizable. Candidates are advised to upload their most recent photograph and retain sufficient numbers of the same photograph to be used at later stages of the selection process if called for.
3. Candidates are required to download and retain a copy of the system generated Application Slip capturing essential details as provided by the candidate for submission at the time of Personal Interview, if called for.
4. Candidates must submit their name as it appears in the educational certificate of Secondary or equivalent examination. In case of change of name at a later stage necessary legally accepted documentary proof is to be submitted at the time of interview, if called for.
5. Candidates shortlisted for Personal Interview would be required to furnish documents regarding proof of Date of Birth, Qualification, Category, Application slip etc. at the time of Personal Interview, as per intimation to be given to the shortlisted candidates.
6. All qualification certificates should be issued by a recognized Board / Institute / University only. In line with the methodology of All India Council for Technical Education (AICTE), if a Grade Point System is adopted, the CGPA will be converted into equivalent marks as per the following table: -

Grade Point	Equivalent Percentage
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

7. While submitting the online application, candidates must carefully follow all necessary steps as referred above. Incomplete application / application not fulfilling any eligibility criteria will be rejected summarily. No communication will be entertained from any applicants in this regard.
8. Candidates sponsored by Employment Exchange will also have to **APPLY ONLINE** through the WBPdCL recruitment portal ([www.wbpdcl.co.in](http://www.wbpdcl.co.in)), failing which their candidature shall not be considered.
9. Candidates may apply for more than one post, if applicable, meeting the eligibility criteria. The application process will be the same as mentioned above.
10. Candidates can access the online application form in the 'Career Section' at [www.wbpdcl.co.in](http://www.wbpdcl.co.in). Online submissions will remain open from **17.02.2025 (11:00 hrs) to 08.03.2025**.
11. All correspondence with candidates shall be done through E-mail / Mobile only. **List of shortlisted candidates to be called for Personal Interview shall be displayed on the WBPdCL website and shall also be intimated through respective E-mail addresses. No physical copies of Interview Call letters shall be issued by the WBPdCL.** Responsibility of downloading and printing of Call Letters shall be that of the candidate. The WBPdCL will not be responsible for any loss of e-mail sent, due to invalid / wrong E-mail ID provided by the candidate or delivery of e-mails to SPAM / BULK mail folder etc.

#### **F. GENERAL INSTRUCTIONS:**

1. Before applying the candidate should ensure that he/she fulfills the eligibility criteria and other norms mentioned in the Employment Notification.
2. Applicants are required to apply through [www.wbpdcl.co.in](http://www.wbpdcl.co.in) website. No manual / physical application will be entertained. Candidates are advised to keep updated through the WBPdCL website for details and updates relating to this employment notification, if any.
3. The printout of Application Slips should not be tampered with. In case of any overwriting or tampering of slip, the candidature of the candidate shall be rejected.

4. Candidates should retain a copy of their Application Slip for future reference.
5. Date of Birth will be taken as that mentioned in the birth certificate issued by the Competent Authority / Certificate or Admit card of Class X or equivalent examination. No other proof of date of birth shall be accepted.
6. Having successfully registered oneself at the WBPDCCL website (www.wbpdccl.co.in) does not entitle one to be eligible to appear for the Personal Interview. Mere submission of application shall not give right to any candidate to be called for interview and **only shortlisted candidates shall be called for Personal Interview.**

WBPDCCL reserves the right not to fill up any or all the posts notified at its discretion. Verification of credentials shall be done prior to conduct of Personal Interview only and in case any deviation from or non-conformity with the desired qualification candidature of the candidate shall be summarily rejected.

7. Candidature of candidates is liable to be rejected at any stage of the recruitment process or even after recruitment or joining, if any information provided by the candidate is found to be false or is found not to be in conformity with the eligibility criteria so mentioned in the advertisement. Screening and selection of candidates will be based on the details provided by the candidate, hence it is necessary that the applicants furnish accurate, full and correct information. Furnishing wrong / false / incomplete information will lead to disqualification and the WBPDCCL will NOT be responsible for any consequence arising out of furnishing such wrong / false information by the candidate.
8. Request for change of mailing address / category / discipline / qualification once declared in the online application form will not be entertained.
9. No TA or other expenses will be made admissible to the candidates appearing for the Personal Interview etc.
10. Any canvassing or personal follow up with an intention of inducing the process of recruitment by and on behalf of any candidate shall lead to immediate cancellation of candidature.
11. The WBPDCCL reserves the right to withdraw / cancel the advertisement / recruitment process if circumstances so warrant without assigning any reason thereof.
12. In case of any dispute, the legal jurisdiction shall be that of the Hon'ble High Court, Calcutta.

#### **Recruitment Cell WBPDCCL**

#### **MANDATORY DOCUMENTS REQUIRED AT THE TIME OF PERSONAL INTERVIEW:**

01. Duly signed and filled in application blank / application form.
02. 02 (two) copies of passport size photograph.
03. Original Educational & Experience testimonials.
04. Self-attested copies of:
  - i. Date of Birth (matriculation certificate / mark sheet / admit card or Birth Certificate).
  - ii. Experience Certificates.
  - iii. Aadhaar Card.