



**GOVERNMENT OF ODISHA
ENERGY DEPARTMENT**

ADVERTISEMENT

No. PT1-ENG-THER-COAL-0002-2021/ 11033 /En., dated, 22/8/2025

Sub: **Invitation of applications for the post of Director and CEO in Odisha Coal and Power Limited (OCPL)**

1. Company Profile:

Odisha Coal and Power Ltd (OCPL) is a State PSU functioning under the administrative control of Energy Department, Government of Odisha with Corporate Office at Bhubaneswar. OCPL is currently operating two Opencast Coal Mines namely Manoharpur and Dip-Side Manoharpur Coal blocks in Hemgir Tehsil of Dist. Sundergarh with a Peak Rated Capacity of 16 Million Te per annum supplying Coal to its specified end use plants at OPGC through Merry Go Round System. The Integrated Coal Mines of OCPL are 5-Star Rated Mines of Ministry of Coal, Govt. of India.

2. Job description and Responsibilities:

The position of Director and CEO, OCPL is a Board Level position reporting to the Chairman, Board of Directors, OCPL and is accountable to the Board for overall management and control of the company. The position is based at Corporate Office of OCPL at Bhubaneswar.

He/She will be the overall in charge of the Organization with responsibility for outlining the project plans, setting project goals/deadlines, project execution and evaluating performances. He/she will ensure timely implementation of the operational plans of the mines. He/She is required to comply with the Efficiency Parameters stipulated in the Allotment Agreement with Ministry of Coal, Govt. of India.

He/She will be responsible for formulation of strategy, systems, policy & procedure with regard to operations of mines as per the best industry practices and shall be responsible for development, engineering, planning, construction, production, mines safety, compliances, sales and marketing etc. He/She will possess knowledge of latest technology and take measures for adopting the same through renovation/modernization programmes to improve productivity, quality and overcome various operational bottlenecks for sustained performance. Further, he/she will develop & maintain excellent liaison and relationship with all statutory & regulatory authorities of Central & State Govt.

3. Eligibility :

I. Age:

Minimum age will be 45 (Forty-five) years and maximum age will be 60 (sixty) years as on the date of advertisement for both internal and external candidates.

II. Educational Qualification:

The applicant should be an Engineering graduate/ Graduate with MBA/ Chartered Accountant/ Cost Accountant/ PGDM from a leading institute.

III. Key Skill and Experience:

Candidate will exhibit characteristics of a leader who is determined, results oriented, persuasive and a strong communicator. Besides, he should be able to lead and mentor staff to achieve significant results. He should possess high professional ethics, good judgement, and ability to take decisive action. Superb communication (verbal and written) and interpersonal skills is highly required.

A proven track record of at least 25 years of post-qualification experience in relevant functional areas, out of which 03 (three) years should be at the level of Board or one position below the level of Board of Directors. The applicant shall furnish the organization chart indicating his/her current position therein. The incumbent should have experience in mine planning and design, project development, construction, contract management and operation & management of opencast mining projects. Significant contribution as a leader in development of mines starting from green field project to operation of mine. Persons having experience in coal/lignite mines will be given preference. Should have expertise in dealing with Govt. officials for getting various permits and clearances for developing and operating the mines.

A. For Internal Candidates:

1. He/she should have at least 01 (one) year experience in a senior level position (GM/Sr. GM & above),

OR

The Candidate shall be drawing a pay in the scale of Rs.1,23,100-2,15,900/-i.e., in the level of 15 of the Pay matrix under the ORSP rules 2017 or higher scale of pay on the date of advertisement.

If an internal candidate is selected for the post of Director & CEO, he/she should resign/ take VR from its service and join as Director & CEO on contractual appointment.

B. Candidates from CPSU/SPSU/ Central/State Government:

He or she should have at least 3 years of experience in a senior management level position (GM/Sr. GM & above) in an organization of repute.

OR

The candidate shall be drawing a pay in the scale of Rs.1,23,100-2,15,900/ in level 15 of ORSP Rules 2017 or equivalent revised scale of pay or higher pay of Central Govt./ CPSE/other organisations on the date of advertisement.

C. Candidates from private sector:

1. Candidate must have worked at senior management level equivalent to Executive Director in public sector for at least 3 years.
2. The average annual turnover of the company should be at least 1500 Crore over last 3 years (FY 2022-23, FY 2023-24, FY 2024-25)

All applicants (internal/ CPSU/SPSU/ Central/State government/ Private sector) shall furnish the organizational chart up-to Board level indicating their current position there in duly certified by the Company Secretary/ Controlling Officer.

IV. Scale of Pay:

The initial pay will be Rs. 1,81,600/- in Level-17 under ORSP Rules, 2017 with D.A as applicable, HRA/ Company leased accommodation, Medical allowance and other Perks as per Rules of the Corporation.

Pay protection will be allowed only to the Officers from the Central/State Governments/ Central PSUs/State PSUs or any other Government organization.

V. Employment Status:

The applicant must on the date of application be employed in a regular capacity (not in a contractual/ adhoc capacity) in one of the following:

- I. Central Public Sector Undertaking (CPSU)
- II. State Public Sector Undertaking (SPSU)
- III. Central/State Government.
- IV. Private sector Enterprises, listed with Stock exchange having annual turnover more than Rs. 1500 Crore in last 3 years (FY 2022-23, FY 2023-24, FY 2024-25).

Interested candidates from Government/ CPSUs/ SPSUs may be considered on deputation. However, the period of deputation shall not be less than 03 (three) years.

4. Tenure of Appointment:

This position is on full time contract basis for a period of 05 (Five) years or up to the age of 63 years whichever is earlier. Initially, the incumbent shall be appointed on probation for one year and on satisfactory performance, appointment shall be confirmed with the approval of the Government in Energy Department.

5. Selection:

Selection will be made based on merit in interview, level of expertise and experience in operation of large Opencast Coal Mines. Experience at various levels including regulation and commercial shall be preferred. Candidates with experience at the level of Director in Board/Executive Director/ equivalent position in a reputed Coal Mining Company with at least 5 Million Te per annum production capacity shall be preferred.

6. Submission of Application:

Prospective candidates shall send their applications as at Annexure-I through proper channel with a prescribed forwarding letter by their cadre Controlling Authority/ Controlling Officer as in **Annexure-A**.

The Applicant shall submit:

i) A certificate separately (in sealed cover), duly certified by the HoD/ Head of Organisation with regards to his integrity as at **Annexure-II**.

And

ii) His/her performance rating in last 05(five) years duly certified by the controlling authority/officer (in sealed cover) as at **Annexure-III**.

iii) Self-attested copies of certificates in support of age (matriculation/ class 10th certificate), Higher Education, Degree & other qualifications.

In addition to the above, Private Sector Executives must submit the following documents along with the application form:

- a. Annual Reports of the company for the last 03 (Three) years duly certified by Company Secretary.
- b. Evidence of listing on the Stock Exchange.
- c. The details of job handled in the past with details/particular references.

Interested candidates may arrange to send their application through their Cadre Controlling Authorities (for Central/State Government candidates)/ Controlling Officers (for other candidates) in the prescribed format along with a passport size photograph i.e by 21.09.2025 at 5.30 PM in the following address by Registered post/ Speed post/ e-mail (e-mail id: energy@od.gov.in) only.

Address: Principal Secretary to Govt.,
Energy Department
Kharavel Bhawan, Bhubaneswar-751001

Envelope containing the application should be super-scribed as "Application **for the post of Director & Chief Executive Officer, OCPL.**" and the same should be the subject line in case of email application.

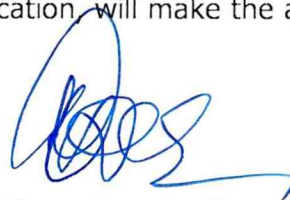
The undersigned reserves the right to accept/ reject any or all of the applications at any stage of selection without assigning any reason thereof.

7. Disqualification, etc:

a) If any of the candidate who appeared for the interview and is selected, gives his/her unwillingness after the interview is held, 'or' his/her unwillingness after the issue of offer of appointment, **he/she would be debarred for a period of two years from being considered for a Board Level Post in any State PSU of Odisha, other than the one to which the candidate belongs.**

b) In the above cases, no request for relaxation or otherwise would be entertained.

Incomplete applications or applications received beyond the last date shall not be considered. Any wrong information given in the application, will make the application liable for rejection.



**Principal Secretary to Government
Energy Department**

Memo No. 11034 /En, Dated. 22/8/2025

Copy forwarded to the Secretary, CERC, New Delhi/ Secretary, CEA, New Delhi/ Additional Secretary, Ministry of Coal, GoI/ Additional Secretary, Ministry of Power, GoI/ CMD, Coal India Ltd./ CMD, MCL/ CMD, NTPC/ NLC/PFC for kind information and necessary action.

It is requested to kindly accord wide publicity of this Advertisement among the interested and eligible candidates in their organization.

FA-cum-Additional Secretary to Government
Memo No. 11035 /En, Dated. 22/8/2025

Copy forwarded to all Departments, Government of Odisha for information and necessary action.

FA-cum-Additional Secretary to Government
Memo No. 11036 /En, Dated. 22/8/2025

Copy forwarded to Chairman, OCPL/ Principal Secretary to Govt., Public Enterprises Department/ EIC (Elect.)-cum-PCEI, Odisha/ MD, OPGC/ MD, GRIDCO/ MD, OMC/ Secretary, OERC, Bhubaneswar/ Director & CEO, OCPL, Bhubaneswar for information and necessary action.

Director & CEO, OCPL is requested to take necessary steps for publishing the said advertisement in one national and one local daily urgently.

FA-cum-Additional Secretary to Government
Memo No. 11037 /En, Dated. 22/8/2025

Copy forwarded to Head, Portal Group, IT center, Lok Seva Bhawan, Bhubaneswar / General Section, Energy Department for information and necessary action.

It is requested to host this advertisement in the website of Energy Department urgently.

FA-cum-Additional Secretary to Government

FORMAT OF APPLICATION

APPLICATION FOR APPOINTMENT TO THE POST OF:
DIRECTOR AND CHIEF EXECUTIVE OFFICER IN OCPL

1. Name in full :
2. Present Designation:
3. Office / Department:
4. Pay/ Level (In detail):
5. Date of Birth:

Passport size
photograph
to be pasted

(Self-attested copy of Matriculation Certificate to be enclosed)

6. Age as on the date of advertisement: Years: Month: Days:
7. Nationality:
8. Whether belongs to SC/ST/OBC:
9. Full Address (Office / Residence):
 - i. Office with Telephone No., Mobile No., e- mail, address etc.:
 - ii. Residence:

10. Present Emoluments

- Basic Pay:
- Dearness Pay / Allowances:
- Special Pay, if any:
- HRA:
- CCA:
- Any other allowances:
- Total**

11. QUALIFICATION:

Educational Qualification:

- a. Academic
- b. Professional:

(Self-attested copies of all degree professional certificates to be enclosed)

c. Details of affiliation with Professional Bodies / Institution / Society:

- i. Name
- ii. Membership No.:
- iii. Since when

12. EXPERIENCE:

Details of posts held in chronological order

SI. No.	Post held (Designation and place of posting) & scale of pay	Organisation	Period		Total Experience		Nature of job
			From	To	Years	Months	

13. TRAINING:

Details of training undergone in India and abroad.

Name of training programme	Institute where training was received	Period of training	Nature of training	Achievement

14. FOR PRIVATE SECTOR EXECUTIVES:

i. Annual turnover of last three years (FY 2024-25, 2023-24, 2022-23) of the Company where he is working presently:

(Certified copy of the Annual Report to be attached)

ii. Details of position held and reporting structure

iii. Details of Stock Exchange listing:

15. List of Publications / Academic honours received:

16. If selected, minimum time required to join:

17. Any other Information

18.i. Whether furnished your organizational chart up-to Board level indicating your current position there in duly certified by the Company Secretary/ Controlling Officer:

Yes / No

ii. Whether enclosed a write up on the significant contribution made by you in present/past assignments (in 200 words):

iii. Whether enclosed a statement on your vision of OCPL in next 10 years (in 100 words)

Declaration

I _____ son/daughter of _____ hereby declare and solemnly affirm that I have fully understood the eligibility clause provided in the advertisement and accordingly.

All the particulars stated in the Application Form are true to the best of my knowledge and belief.

If at any stage of selection it is found that the information submitted by me are false/fake/misinterpreted/incorrect or myself does not satisfy the eligibility criteria mentioned in the application, OCPL will have right to cancel my candidature/selection and if the same comes to Notice even after my appointment my services may be terminated in addition to any legal action as OCPL deem fit by OCPL.

(Name and Signature of the applicant)

Date:

Place:

Note: Copies of Testimonials in support of age, all educational and professional qualifications, experience, etc. may be furnished, wherever necessary.

ANNEXURE – A

Forwarding letter by Cadre Controlling Authority (for Central/State Govt. candidates)/ Controlling Officer (for CPSE/State PSU/ Private candidates)

To

The Principal Secretary to Government
Department of Energy,
Kharavel Bhawan, Bhubaneswar- 751001
(By Regd. Post/ Speed Post/energy@od.gov.in)

Dear Sir,

I am forwarding herewith the application (Annexure-I) of _____ for the post of Director and Chief Executive Officer, OCPL

The Integrity certificate and Performance Grading Report (Annexure -II & III) are enclosed separately in a sealed cover and sent by Registered Post.

Date:

Place:

Signature:

Name & Designation

Seal of the Organisation (if any)

**Integrity Certificate
(To be submitted in sealed cover)**

This is to certify that the integrity of _____ is beyond all reasonable doubts as verified from his performance appraisal reports. No vigilance/disciplinary proceedings is pending/Contemplated against him/her.

Date:

Signature:

Place:

Name & Designation

Seal of the Organisation (if any)

Performance Grading of Past five years

(To be submitted in sealed cover)

Year	Grading *	
2024-25		
2023-24		
2022-23		
2021-22		
2020-21		

*The maximum attainable grading for the above year.

Place:
Date:

Signature:
Name & Designation
Seal of the Organisation (if any)