NLC India Limited
('Navratna' - Government of India Enterprise)
RECRUITMENT CELL / HR DEPARTMENT / CORPORATE OFFICE
Block-1, Neyveli-607 801, Cuddalore District, Tamil Nadu

Advt.No:12/2026

Recruitment to the post of Graduate Executive Trainee (GET)/Finance through Campus Selection at The Institute of Cost Accountants of India (ICMAI), New Delhi

NLC India Limited (NLCIL), a premier 'NAVRATNA' Public Sector Enterprise with an Annual Turnover (Consolidated) of INR. 17,490 Crores (FY. 2025-26) is spreading its wings in the frontiers of Mining (Lignite & Coal), Thermal Power Generation and Renewable Energy. The Corporate Plan of the Company has many ambitious expansion schemes for massive capacity augmentation in the years to come. To add to its strength and fuel its growth, the Company is looking for young energetic, dynamic & result oriented talents for recruitment to the post of **Graduate Executive Trainee (GET)/Finance.**

1. NAME AND NUMBER OF POSTS

Sl. No	Post	No. of Posts	Grade & Scale of Pay	Minimum Educational Qualification
1	Graduate Executive Trainee (Finance)	04 [UR-02, OBC(NCL)-01, ST-01; [01 – PwBD in Cat d] d) MD involving (a) to (c) below. a) B, LV b) D, HH c) OA, BA, OL, BL, OAL, CP, LC, Dw, AAV	E-2 (INR 50,000 – 1,60,000)	"Pass in final examination of Cost and Management Accountant (CMA), conducted by the Institute of Cost Accountants of India"

[CATEGORY ABBREVIATIONS: B=Blind, LV=Low Vision, D=Deaf, HH= Hard of Hearing, OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Leg, OAL=One Arm and One Leg, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, MD=Multiple Disabilities].

2. CRUCIAL DATE

Crucial date for claim of upper age limit and for all purposes of the notification, where not specified otherwise, will be the first date of the month in which the notification is issued (i.e. 01/11/2026).

3. UPPER AGE LIMIT

CATEGORY	UR/EWS	OBC(NCL)	SC	ST
AGE LIMIT as on 01/11/2026 (in years)	30	33	30*	35

[*Candidates belonging to SC category can apply against UR vacancies. However, age relaxation does not apply to them against the unreserved posts].

4. INDUCTION & CTC: -

4.1. Candidates joining NLCIL as Graduate Executive Trainee (GET) will undergo training for a period of one year. During the training period, the GETs will be paid, a basic pay of INR 50,000/-, Applicable Dearness Allowance & Common Allowance (35% of basic pay) per month. The scale of pay and CTC will be as below.

Post	Grade	Pay Scale	CTC per annum (in INR. Approx.) #
GET (Finance)	E-2	INR 50,000 – 1,60,000	INR 14.50 Lakhs
# In Addition to the CTC mentioned above, Performance Related Pay (Annually), Medical treatment for self and dependents and Group Insurance, as per rules will be provided. Eligible type of residential accommodation (unfurnished) will be provided at standard rent in Company Townships subject to availability.			

4.2. On successful completion of training, the trainees will be absorbed in E-3 Grade, in the scale of pay INR 60,000-1,80,000 with a basic pay of INR 60,000/- per month. In addition, they will be paid Performance Related Pay annually and entitled for Superannuation benefit (30% of Basic Pay + DA) .

5. **PLACE OF POSTING:-**

5.1. Selected candidates are liable to be posted to any Unit / Area / Place under the control of NLC India Limited or any Joint Venture / Associate / Subsidiary company of NLC India Limited located in different States / Union Territories of India.

6. **RESERVATIONS & RELAXATIONS:-**

6.1. The Upper age limit is relaxable by 5 years for ST, 3 years for OBC (Non-Creamy Layer), 10 Years for Persons with Benchmark Disabilities (degree of disability 40% and above) [13 years for PwBD-OBC & 15 years for PwBD-ST]. For Ex-Servicemen as per Govt. of India guidelines. However, in all the cases of relaxation, maximum age limit is 58 years as on crucial date.

6.2. Candidates belonging to OBC (NCL)/ SC/ST/EWS categories should meet the eligibility norms notified for UR category for consideration against unreserved (UR) vacancies. In other words, OBC (NCL)/SC/ST/EWS candidates applying against unreserved posts shall be considered under general standard of merit and no relaxations shall be available for the candidates.

6.3. OBC Candidates belonging to "Creamy Layer" are not entitled to avail any concession otherwise extended to OBC (NCL) category. Such candidates have to indicate their category as UR.

6.4. Candidates claim to belong to OBC (NCL)/ST/PwBD/Ex-servicemen category should necessarily possess the valid OBC (NCL)/SC/ Disability certificate / Discharge Certificate as on crucial date.

6.5. Candidates belonging to OBC (Non-Creamy Layer) category should possess OBC (Non-Creamy Layer) certificate in the prescribed format (applicable for purpose of reservation in appointment to posts under Government of India as contained in DOPT Memo No.36036/2/2013-Estt. (Res.) dated 30-05-2014) obtained from competent authority. However, they should produce valid OBC (NCL) certificate obtained on or after **01.04.2026** from competent authority at the time of document verification, failing which they will not be permitted to attend subsequent selection process comprising Group Discussion and Personal Interview.

6.6. Candidates belonging to Economically Weaker Sections (EWS) will have to possess copy of Income & Asset certificate issued by the competent authority as per OM No.36039/1/2019-Estt (Res) dated 31.01.19 of DoPT, Ministry of PPG&P, Govt. of India. However, they should produce valid Income and Asset Certificate for Economically Weaker Sections obtained on or after **01.04.2026** from competent authority at the time of document verification, failing which they will not be permitted to attend subsequent selection process comprising Group Discussion and Personal Interview.

6.7. PwBD candidates should possess valid disability certificate issued by a Competent Authority as prescribed vide The Rights of Persons with Disabilities Act, 2016 (RPWD Act, 2016). Such certificate shall be subject to verification/re-verification as may be decided by the Board/ competent authority.

6.8. Category (EWS/SC/ST/OBC (NCL)/PwBD/Ex-servicemen) once applied will not be changed and no benefit of other category will be admissible later on. Reserved category candidates are required to submit requisite certificate in the format prescribed by Government of India and issued by the Competent Authority.

7. Wherever there is no reservation for Persons with Benchmark Disabilities, such PwBD candidates are allowed to apply as General candidates subject to the posts having been identified suitable for such disabilities. The Department of Empowerment of Persons with Disabilities, Ministry of Social Justice and Empowerment have identified the jobs/posts suitable to be held by persons with benchmark Disabilities and the physical requirement for all such jobs/posts vide their Gazette Notification

Dt.4th January 2021. The categories of PwBD candidates who are eligible to apply for the post are as under:

Name of Discipline	Category / Disability Identified Suitable for the Post
Finance	a. B, LV b. D, HH c. OA, BA, OL, BL, OAL, BLOA, BLA, CP, LC, Dw, AAV d. MD involving (a) to (c) above
ABBREVIATIONS: B=Blind, LV=Low Vision, D=Deaf, HH= Hard of Hearing, OA=One Arm, BA= Both Arms, OL=One Leg, BL=Both Leg, OAL=One Arm and One Leg, BLOA= Both Legs and One Arm, BLA=Both Legs Arms, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, MD=Multiple Disabilities	

8. **HOW TO APPLY?**

8.1. Candidates who have passed the final examination of CMA (on or before 01/11/2026) and are willing to participate in the Special Campus Recruitment Programme of NLCIL at ICMAI Institute, New Delhi shall register their details with ICMAI within the seven-day registration window as per format shared by ICMAI.

9. **METHOD OF SELECTION: -**

9.1. ICMAI shall furnish the details of candidates, in the prescribed format along with the aggregate percentage of marks obtained by each candidate in the CMA final examination, for the candidates who have passed the examination on or before 01/11/2026.

9.2. The aggregate percentage of marks furnished by ICMAI shall be considered for the initial shortlisting of candidates in the ratio of 1:10 subject to fulfillment of other eligibility criteria stipulated in the Advertisement.no: 12/2026.

9.3. The initially shortlisted candidates shall be called for Document Verification during which the aggregate percentage of marks furnished by ICMAI shall be cross verified against the original marksheets and certificates produced by the respective candidates.

9.4. Upon completion of Document Verification process, the initial shortlist prepared in the ratio of 1:10 based on the aggregate percentage of marks as shared by ICMAI shall be reviewed. The final shortlist in the ratio of 1:10 shall be determined based on the actual marks obtained by the candidates, as verified from their original marksheets and certificates during Document Verification.

9.5. The candidates who have successfully completed the Document Verification process will be intimated to their respective E-Mail IDs by NLCIL on the same day to attend Group Discussion followed by Personal Interview on the subsequent day of Document Verification.

9.6. The Final selection shall be in the order of merit based on the total marks scored by the candidates out of 100 marks which will be arrived at in the following basis: aggregate percentage of marks in CMA Final Examination (60 marks), Group Discussion (15 marks) and Personal Interview (25 marks), ensuring due reservation.

9.7. In case of tie at cut-off level, (i.e.) more than one candidate scoring same marks (out of 100) at cut-off level, such cases will be resolved by applying the following criteria, one after another, till the tie is resolved:

9.7.1. Date of Birth of the candidates, senior most candidate(s) by age will be placed higher;

9.7.2. Alphabetical order of first name of the candidates.

9.8. Upon provisional selection, "Offer of Appointment" will be issued to selected candidates who meet the notified qualifying norms and found medically fit.

10. MEDICAL FITNESS:-

10.1. Every provisionally shortlisted candidate, prior to appointment to the post should undergo a Pre-Employment Medical examination conducted by the Company's Medical Officer in accordance with the prescribed medical standards of NLCIL. Appointment shall be subject to the candidate being declared Medically Fit for the post.

11. GENERAL CONDITIONS:-

11.1. Only Indian Nationals are eligible to apply.

11.2. Candidates from State PSEs / Central PSEs / Government / Quasi Government, should produce No Objection Certificate (NOC) at the time of document verification otherwise they will not be permitted to attend subsequent stages of selection process comprising Group Discussion and Personal Interview.

11.3. Depending on the response and requirement, NLCIL reserves the right to raise / relax the eligibility conditions.

11.4. NLCIL reserves the right not to fill up any or all the posts notified at its discretion and vacancies may also be increased / decreased depending upon organizational requirements.

11.5. Candidates are informed that mere participation in Document Verification shall not give them any right to be called for further selection process comprising Group Discussion and Personal Interview.

11.6. Candidates who have applied and have been shortlisted will be called for document / certificate verification. They should produce the original documents, in support of their meeting notified eligibility conditions, at the time of verification failing which such candidates will not be permitted for further selection process comprising Group Discussion and Personal Interview.

11.7. NLCIL reserves the right to cancel/ restrict/enlarge/ modify /reopen /alter the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof.

11.8. If the ST/OBC (NCL)/ EWS/Disability certificate has been issued in a language other than English/ Hindi, the candidates should submit a self-certified translated copy of the same either in English or Hindi.

11.9. Candidature of an applicant is liable to be rejected at any stage of recruitment process / Candidate's employment will be terminated / cancelled after recruitment, on or after joining if;

11.9.1. any information / documents submitted by the candidate is found to be false or

11.9.2. suppressed relevant information or

11.9.3. if not found to be in conformity with eligibility criteria mentioned in the advertisement.

11.10. Candidates may E-Mail to help.recruitment@nlcindia.in for any queries/clarifications. Candidates are hereby advised not to contact telephone numbers of any other officials / divisions.

11.11. The decision of NLCIL's Appointing Authority in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, selection and posting of selected candidates will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard.

12. **SERVICE & AGREEMENT BOND:-**

12.1. Selected candidates while joining the post of Graduate Executive Trainee in NLCIL will be required to execute a Service Agreement Bond for a value of INR.3,00,000/- (Rupees Three Lakhs only) to serve the Company for a minimum period of three years after completion of training.

12.2. Candidates from State PSEs / Central PSEs / Government / Quasi Government, who have produced No Objection Certificate (NOC) at the time of document verification, can opt for transfer of bond from their current organization (if applicable) after their joining.

13. **DOCUMENTS TO BE PRODUCED :-**

13.1. **The following documents are mandatory at the time of Document Verification. In case any candidate is unable to produce any of the requisite documents at this stage, the candidature shall be summarily rejected.**

Sl. No.	Documents
1.	Proof of Date of Birth (Birth Certificate (or) SSLC / Matriculation Mark Sheet).
2.	Copy of AADHAR Card
3.	Proof for possessing notified Qualifications: **Professional Passing Certificate and Mark sheet issued by ICMAI** in chronological order *(Including marksheets and certificates of SSLC / HSC/Degree/Diploma certificates)*
4.	CMA Final Group-wise Mark Sheet(s) in chronological order
5.	Candidates from State PSEs / Central PSEs / Government / Quasi Government/Public Sector Banks, should produce No Objection Certificate (NOC) at the time of document verification.
6.	Copy of Community Certificate in case of candidates belonging to ST/OBC(NCL)categories.
7.	Copy of Disability Certificate in case of PwBD candidates.
8.	Proof for Ex-Servicemen in case of Ex-Servicemen only
9.	Other documents 'if any' in support of their credentials

14. **LEGAL JURISDICTION: -**

14.1. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto can be instituted only in Chennai and the Courts/Tribunals/Forums (Jurisdiction Courts) at Chennai shall have sole and exclusive jurisdiction.

RECRUITMENT CELL/NLCIL