हिन्दुस्तान कॉपर लिमिटेड
Hindustan Copper Limited

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Kolkata – 700 019
CIN: L27201WB1967GOI028825, Tel: 033 2283-2226
E-mail: careers@hindustancopper.com, Website: www.hindustancopper.com

Advt. No. Estt. /1/2033/2025-26 Date:16/05/2026

1. Hindustan Copper Limited (HCL) a vertically integrated, multi-Unit, Schedule-A Miniratna Category – I Central Public Sector Enterprise, is inviting applications from Indian Nationals for appointment to the following post/s.

Discipline / Cadre	Grade & Number of Post/s			
	E2	E3	E4	Total
Mining	7 (SC:1; OBC:1; EWS:2; UR:3)		5 (ST:1; OBC:1; EWS:1; UR:2)	12
Geology	2 (UR:2)	3 (OBC:1; UR:2)		5
Environment Management	3 (OBC:1; UR:2)			3
Safety & Fire Services	4 (SC:1; OBC:1; EWS:1; UR:1)			4
Concentrator (Mineral Processing)	3 (OBC:1; UR:2)			3
Electrical	4 (SC:1; OBC:1; UR:2)	5 (SC:1; OBC:1; EWS:1; UR:2)		9
Instrumentation		3 (OBC:1; UR:2)		3
Mechanical	4 (SC:1; OBC:1; UR:2)	2 (UR:2)	2 (OBC:1; UR:1)	8
Civil	3 (OBC:1; UR:2)			3
Systems	1 (UR)			1
Medical & Health Services (M&HS)		2# (SC:1; UR:1)	1$ (UR)	3
HR			4 (SC:1; OBC:1; EWS:1; UR:1)	4
Finance	4 (OBC:1; EWS:1; UR:2)	1 (OBC)	2 (OBC:1; UR:1)	7
Corporate Communication	1 (UR)			1
Materials & Contracts (M&C)	2 (ST:1[BL]; UR:1)		2 (OBC:1; UR:1)	4
Total	**38**	**16**	**16**	**70**

One post is for Gynecologist. $ Post is for Orthopedic. BL: Backlog

2. Eligible & Interested candidates are required to **apply online on HCL's website.** Schedule of the opening & closing date for submitting online application is as under.

Opening date for submission of online application	**Last date of** submission of online application
05/06/2026 (11.00 AM Onwards)	**25/06/2026 (Till Midnight)**

3. Discipline / Cadre wise reservation for Persons with Benchmark Disabilities (PwBDs)

i. Vacancies reserved for PwBDs are as under.

PwBDs Category	Number of Posts	Remark
VH	01	If candidate/s not available to fill-up the post by identified category, the Post/s could be filled-up by interchanging among the other identified PWD categories.
HH	01	
OH	01	-
MD	02	If candidate/s not available, one post could be filled-up by interchanging among the other identified PWD categories. Thereafter, if no suitable candidate is available, then the posts could be filled-up by a person other than a person with benchmark disability.

VH: Visually Handicapped; HH: Hard of Hearing; OH: Orthopedically Handicapped; MD: Multiple Disability.

ii. The PwBDs appointed will be adjusted against the vacancy of respective categories, viz., UR/SC/ST/OBC/EWS.

iii. Only such persons, who suffer from not less than 40% of relevant disability will be eligible to be considered under PwBDs.

iv. Disablement categories identified for appointment in various disciplines / cadres are as under.

Cadre/Discipline	Identified Categories of PwBD
Mining	a) LV; b) OA, OL, SD/SI (Without), SD/SI (With)- OA/OL, LC, Dw, AAV, MD; c) ASD, SLD, MI; d) Multiple disabilities amongst above
Geology	a) HH; b) OA, OL, SD/SI (Without), SD/SI (With)- OA/OL, LC, Dw, AAV, MD; c) ASD, SLD, MI; d)Multiple disabilities amongst above
Environment Management	a) LV; b) OA, OL, SD/SI (Without), SD/SI (With)- OA/OL, LC, Dw, AAV, MD; c) ASD, SLD, MI; d) Multiple disabilities amongst above
Concentrator (Mineral Processing)	a) OA, OL, SD/SI (Without), SD/SI (With)- OA/OL, LC, Dw, AAV, MD; b) ASD, SLD, MI; c) Multiple disabilities amongst above
Electrical	a) HH; b) OL, SD/SI (Without), SD/SI (With)- OL, LC, Dw, AAV, MD; c) ASD, SLD, MI; d) Multiple disabilities amongst above
Instrumentation	a) B, LV; b) HH; c) OL, SD/SI (Without), SD/SI (With)- OL, LC, Dw, AAV, MD; d) ASD, SLD, MI; e) Multiple disabilities amongst above
Mechanical	a) HH; b) OL, SD/SI (Without), SD/SI (With)- OL, LC, Dw, AAV, MD; c) SLD, MI; d) Multiple disabilities amongst above

Civil	a) HH; b) OA, OL, SD/SI (Without), SD/SI (With)- OA/OL, LC, Dw, AAV, MD; c) SLD, MI; d) Multiple disabilities amongst above
Systems	a) LV; b) HH; c) OA, OL, BL, OAL, SD/SI (Without), SD/SI (With)- OA/OL/BL/OAL, LC, Dw, AAV, MD; d) ASD, SLD, MI; e) Multiple disabilities amongst above
Medical & Health Services	a) OA, OL, SD/SI (Without), SD/SI (with) OA/OL, LC, Dw, AAV
Human Resource	a) B, LV; b) HH; c) OL, BL, OA, OAL, SD/SI (Without), SD/SI (With)- OL/BL/ OA/OAL, LC, Dw, AAV, MD; d) ASD, SLD, MI; e) Multiple disabilities amongst above.
Finance	a) HH; b) OA, OL, BL, OAL, SD/SI (Without), SD/SI (With)- OA/OL/BL/OAL, LC, Dw, AAV, MD; c) ASD, SLD, MI; d) Multiple disabilities amongst above.
Corporate Communications	a) B, LV; b) OA, OL.
Materials & Contracts	a) LV; b) HH; c) OA, OL, BL, SD/SI (Without), SD/SI (With)- OA/OL/BL, LC, Dw, AAV, MD; d) ASD, SLD, MI; e) Multiple disabilities amongst above

Safety discipline / cadre is not identified suitable for PwBDs.

Abbreviations used: B – Blind; LV – Low Vision; HH – Hard of Hearing; OA – One Arm; OL – One Leg; OAL – One Arm and One Leg; LC – Leprosy cured; Dw – Dwarfism; AAV – Acid Attack Victims; SD/SI (Without)-Spinal Deformity/ Spinal Injury without any associated neurological/ limb dysfunction; SD/SI (With)-Spinal Deformity/ Spinal Injury with associated neurological/ limb dysfunction of; ASD-Autism Spectrum Disorder ; SLD-Specific Learning Disabilities; MI – Mental Illness and ; MD- Muscular Dystrophy

4. Eligibility Criteria:

4.1 Qualification –

SN	Post in Cadre	Essential Qualification
i.	Mining	**For E-2 grade**: Bachelor's Degree in Mining Engineering. Preferred : Possession of First Class Mine Manager's Certificate (Unrestricted) under the Metalliferous Mines Regulations. **For E-4:** Bachelor's Degree in Mining Engineering with First Class Mine Manager's Certificate of Competency (Unrestricted) under the Metalliferous Mines Regulations. Requirement of First Class Mine Manager's Certificate of Competency (Unrestricted) is qualifying in nature, therefore, the Post Qualification years of experience towards the eligibility shall be countable after acquiring the Bachelor's Degree in Mining Engineering.
ii.	Geology	Post-Graduate Degree in Geology / Applied Geology

SN	Post in Cadre	Essential Qualification
iii.	Environment Management	Bachelor's Degree in Environment Engineering / Technology OR Bachelor's Degree in Engineering / Technology with Post Graduate Degree / Diploma in Environmental Engineering / Environmental Management / Environment Science.
iv.	Safety & Fire Services	Bachelor's Degree in Engineering / Technology with Post Graduate Degree / Diploma in Safety Engineering Management. OR B. Tech in Safety / Fire Engineering.
v.	Concentrator (Mineral Processing)	B. Tech in Mineral and Metallurgical Engineering or Mineral Engineering OR B. E. in Mineral and Metallurgical Engineering or Mineral Engineering
vi.	Electrical	Bachelor's Degree in Engineering / Technology (Electrical)
vii.	Instrumentation	Bachelor's Degree in Engineering / Technology (Instrumentation / Electronics & Telecommunication / Electronics & Communication)
viii.	Mechanical	Bachelor's Degree in Mechanical Engineering / Mining Machinery
ix.	Civil	Bachelor's Degree in Civil Engineering.
x.	Systems	Bachelor's Degree in Engineering / Technology (Information Technology / Computer Science) or MCA. Preferred: Candidates having knowledge of Oracle EBS R12 Development, Oracle Database, Power Builder Development, MS SQL Database, MySql, Website Development on HTML, PHP, .Net, Java. Firewall Configuration, Local Area Network Device setup, etc.
xi.	M&HS	MBBS with PG Diploma OR MBBS with PG Degree/MS/MD/DNB
xii.	HR	Bachelor's Degree in Arts / Commerce / Science / Engineering / Professional Studies [BBA / BCA etc.] with MBA with specialization in Personnel Management or Post-Graduate Degree / Diploma in Personnel Management / Social Work as acceptable under various Labour Legislation for working as Welfare Officer.
xiii.	Finance	Passed Final Examination of the 'Institute of Chartered Accountants of India' or 'The Institute of Cost Accountants of India'.
xiv.	Corporate Communications	Bachelor's Degree in Arts / Commerce / Science / Engineering / Professional Studies [BBA / BCA etc.] with Post Graduate Degree/Diploma in Public Relations/Journalism.
xv.	Materials & Contracts	Bachelor's Degree in Arts / Science / Commerce / Engineering with 'Post-Graduate Degree / Diploma in Materials Management / Supply Chain Management / Logistics & Supply Chain Management OR MBA with specialization in Materials Management / Supply Chain Management / Logistics & Supply Chain Management'.

- Equivalent qualifications shall be considered as per Government / UGC / AIU / AICTE guidelines.

- Specialization Certificate for the above referred qualification –

  For Diploma / Graduate Degree / Post Graduate 'Degree or Diploma' shall have the details of specialization. In case, specialization is not mentioned by respective University / Board in that certificate then Certificate of Specialization duly issued by institute shall be submitted by the Candidate at the time of submitting online application.

- Candidates with dual specialization shall submit a certificate of major or minor subject duly issued by the Institute. Where the specialization has not been described as major or minor and having equal weightage for both subjects, in all such case equal weightage certificate be submitted.

4.2 Date of Reckoning

Date of reckoning for computation of eligibility towards age, experience, qualification etc., shall be **01/05/2026.**

4.3 Age Limit, Post Qualification Experience, Lower Grade Scale of Pay & Monthly Gross Salary -

a) Applicants from PSU / Government organizations should have completed at least two years' service" in immediate below Scale of Pay on the date of reckoning and must have Post Qualification years of experience as detailed in table under Para [4.3(b)] below.

b) The maximum age limit, required years of Post-qualification experience, next below grade scale of pay and monthly gross salary requirement for each post (other than M&HS Cadre) is as under.

Advertised Post Grade	Advertised Post Name & Scale of Pay (IDA)	Maximum Age Limit (Years)	Post Qualification Experience (Years)	Next below Grade (IDA) / Level (CDA) & its Scale of Pay of the advertised Post		Monthly Gross Salary*
E4	Senior Manager ₹70000-200000/-	47	9	E3	₹ 600000 - 180000/-	₹ 1,30,760/-
				L-9	₹ 53100-167800	
E3	Manager ₹ 600000 - 180000/-	42	6	E2	₹ 50000-160000/-	₹ 1,12,080/-
				L-8	₹ 47600-151100	
E2	Deputy Manager ₹ 50000 – 160000/-	40	3	E1	₹ 40000-140000/-	₹ 93,400/-
				L-7	₹ 44900-142400	

* Candidate belonging to Private Organizations / Bank Employees and Government Organizations having the pay pattern other than IDA/CDA Scale of Pay, should have monthly gross salary as mentioned in table (Pay Slip, Form-16 and Banks statement as documentary evidence to be submitted). Private Organizations includes only those organizations having turnover of ₹ 250/- Crores or more.

c) For M&HS Cadre, the maximum age limit, required years of Post-qualification experience, next below grade scale of pay and monthly gross salary requirement for each post is as under.

Grade	Scale of Pay(Rs)	Next below Grade (IDA) / Level (CDA) & its Scale of Pay of the advertised Post		Monthly Gross Salary*	Qualification	Age-Limit (Years) (Maximum)	Experience (Years)
E-4	70000-200000	E3	₹ 600000 - 180000/-	₹ 1,30,760/-	MBBS with PG Diploma	48	8
		L-9	₹ 53100-167800		MBBS with PG Degree/MS/MD/DNB		5

Grade	Scale of Pay(Rs)	Next below Grade (IDA) / Level (CDA) & its Scale of Pay of the advertised Post		Monthly Gross Salary*	Qualification	Age-Limit (Years) (Maximum)	Experience (Years)
E-3	60000-180000	E2	₹ 50000-160000/-	₹ 1,12,080/-	MBBS with PG Diploma	44	5
		L-8	₹ 47600-151100		MBBS with PG Degree/MS/MD/DNB		2

d) Experience shall be reckoned only from the date of obtaining the basic / essential qualification prescribed for the post. For this purpose, the relevant date shall be the date of publication of the result of the said prescribed basic / essential qualification. For Mining discipline experience shall be reckoned from the date obtained after Bachelor's Degree in Mining Engineering.

e) Experience shall be considered provided the same is in relevant field.

Experience in the relevant field, refers to working experience in advertised cadre / discipline, in a Mining / Metal / Manufacturing industry or candidate working in any other industry would be considered subject to submission of Experience Certificate.

The Experience Certificate or any other document duly issued by respective organization shall include the details such as Designation, Department, Date of Joining, Date of Leaving, job description / job responsibility during entire tenure (date specific if any change in responsibility) and shall match with the domain requirement of HCL, which shall be assessed during document verification. In case of any ambiguity, HCL decision on the matter of relevant field experience shall be final.

f) Experience acquired in Training / Consultancy Experience / Teaching / Fellowship / Internship / Apprenticeship / Academic Project shall not be taken in to consideration as Experience.

g) Internal candidates who are currently working in HCL on regular basis should have completed at least one year of service in the next below scale of pay as applicable in HCL on the reckoning date and must have Post Qualification years of experience as detailed in table under Para [4.3(b)] and for such employee/s there shall not be any maximum age limit.

4.4 Age Relaxation -

Maximum Age defined at Para (4.3) shall be required as on 01/05/2026**.** However, relaxation in age for the candidates belonging to SC / ST / OBC / PWD / Ex-servicemen categories shall be as under.

Category	Age Relaxation (in years)
SC / ST	5
OBC (Non-Creamy Layer)	3
PWD – General / EWS	10
PWD – OBC (Non-Creamy Layer)	13
PWD – SC / ST	15
Ex. Servicemen	5

5. Selection Process

The selection process to the posts shall be on the basis of Performance in the Personal Interview (PI) (100% Weightage).

6. Zone of Consideration

a) Candidates will be called for Personal Interview in the ratio of 1:5; i.e., for each advertised vacancy, 05 candidates will be called for Personal Interview. In case there is single vacancy, then 10 candidates will be shortlisted for Personal Interview.

b) Further, in case, candidates are not available in the mentioned ratio for conducting Personal Interview, HCL may conduct personal interview with the less number of candidates or in case, candidates are not available in the mentioned ratio for conducting Personal Interview due to less turn-up in the Interview or Non-availability of candidates in the Merit list for issuing Offer of Appointment, HCL may further shortlist the candidate in order of merit to call for interview to fill-up the post/s.

c) Shortlisting Criteria – If the Applications received are more than the zone of consideration for each post then for conducting Personal Interview, shortlisting of candidates shall be done as under.

   i. For every completed year of relevant experience beyond the minimum requirement: 1 Mark.

   ii. For every additional higher qualification over the minimum essential qualification, only in the relevant cadre / discipline: 1 Mark subject to maximum 2 Marks.

   iii. In case of tie after applying [c (i) & c(ii)] above, then higher the Company turnover, higher the rank in the shortlisting list for such cases.

   iv. If required, additional criteria may be inserted.

d) HCL also reserves the right to shortlist the candidate more than the prescribed ratio if required.

7. Compensation Package -

Selected candidates shall be entitled for Basic (initial of the scale of pay), Industrial Dearness Allowance (IDA) (as declared by Government from time to time), Perks & Allowances, UG Allowance, NPA (for Medical cadre posts only), NPS Employer Contribution, Employer PF Contribution, etc., as per Company's rules from time to time. Thereafter, annually shall be entitled for PRP (as per DPE Guidelines) and Gratuity, Medical Benefit, Leave encashment, etc., shall be payable as per Company's rules.

Selected candidates shall also be eligible for benefits provided under welfare schemes, such as Furniture & Fixtures, Mobile, Laptop, etc., as per respective schemes of HCL.

Candidates working in Government/ CPSEs will be provided with pay protection (Last drawn Basic pay and DA only) subject to receipt of their application through proper channel or providing NOC at the time of Interview.

8. Cost to Company (CTC) –

The approximate CTC in various Grades corresponding to the minimum / maximum of the Scale of Pay are given below.

SN	Designation	Grade	Approx. CTC (In ₹ lacs) for area of work			
			Mining		Non-Mining	
			Minimum	Maximum	Minimum	Maximum
i.	Senior Manager	E-4	24.64	68.74	23.23	64.37
ii.	Manager	E-3	21.20	61.90	20.11	57.98
iii.	Deputy Manager	E-2	17.76	55.07	16.85	51.58

9. Service Agreement Bond

Appointed candidates are required to serve the company for a minimum period of 03 years from the date of joining the company. The candidates will be required to execute a service agreement bond of ₹3 Lakhs (Rupees Three Lakhs) at the time of joining.

In the event of failure to serve the Company by the Employee / Trainee for the minimum period of 03 years, he / she would be liable to deposit the bond amount.

10. Document Verification

i. Intimation of Personal Interview (PI) shall be communicated through e-mail. Call letter for appearing in Interview shall be made available to candidates for downloading through their registered account on HCL website.

ii. Once information in respect of interview date, time & venue is shared with the candidates through their call letter, request for change in date, time and venue shall not be entertained by HCL.

iii. Candidates shall appear at the venue of PI on the date specified in their call letter with any one of the Original ID Card (Aadhar, Driving License, Voter-ID)

iv. Following original documents will be verified at the time of interview. Non-production of original documents will debar the candidates from appearing for the interview.

a) Date of Birth proof –

- Xth Standard Passing Certificate indicating Date of Birth **OR**
- School Leaving Certificate / Birth Certificate

b) XIIth Standard Passing Certificate

c) Mark Sheet of Graduate Degree and / or Post Graduate Degree and / or Professional Qualification as applicable.

d) Graduate Degree and / or Post Graduate Degree and / or Professional Qualification Certificate as applicable (Provisional in case Final Degree Certificate is not available).

e) Experience certificate (establishing fulfilling eligibility criteria) for each organization as declared in the online application. Experience Certificate with the details as mentioned at Para [4.3(e)].

f) If presently working in PSU/Govt. Organization documentary evidence regarding working in next below grade and scale of pay.

g) No Objection Certificate duly issued by the Present Employer, if Working in PSUs (CPSEs / State PSUs / Bank) / Government Organizations.

h) Salary Slip & Bank Statement for Last 3 Months and Latest Form-16, if working in Private Organizations / Banks / Government organizations having the pay patter other than IDA/CDA Scale of Pay.

i) Statutory Certificate as defined under eligibility criteria, if any.

j) Applicants, who have awarded CGPA / GPA / SGPA or letter grades, should provide the documentary evidence of converting CGPA / GPA / SGPA to percentage duly issued by the University / Institute.

k) Caste Category Certificates –

- SC/ST/OBC (Non-Creamy Layer) candidates must produce caste/category certificate, as per the format prescribed by the Government of India.
- The EWS applicants are required to submit requisite certificate in the format prescribed by Government of India valid for the year 2026-27, from a competent authority.
- The OBC applicants have to indicate their status as "Creamy Layer" or "Non-Creamy Layer" as the case may be while filling online application. The applicants who belong to "Creamy Layer" are not entitled for relaxations & concessions admissible to OBC Category (Non-Creamy Layer). The OBC (Non-Creamy Layer) applicants are required to submit requisite certificate in prescribed format of Government of India, from a competent authority issued on or after 01.04.2026. Further, OBC applicants, if called for interview will have to give an undertaking indicating that they belong to OBC (Non-Creamy Layer) Category at the time of reporting for interview.
- PwBD candidates are required to submit Disability Certificate issued by an authority as prescribed in the Rights of Persons with Disabilities Rules, 2017, failing which their candidature as PwBD candidate will not be considered.
- If the EWS/SC/ST/OBC/PwBD certificate has been issued in a language other than English/Hindi, then the candidates will be required to submit a self-certified translated copy of the same in either English or Hindi.

11. Medical Fitness

Applicants appointment to the post is subject to being found medically fit by such Medical Authority as may be prescribed by the HCL Management.

12. Application Fee

The General, OBC & EWS Candidates are required to pay non-refundable application processing fee of **₹500/- (Five Hundred Only).**

SC/ST/PwBDs and Internal candidates are exempted from paying fees.

The application processing fee plus applicable Bank charges shall be paid by the applicant using the Payment Gateway / NEFT On-line Transfer through HCL's website only. No other form of remittance shall be accepted.

13. Amendments / Modification / Corrigendum

Any amendment / modification / corrigendum in respect of recruitment through this Advertisement shall only be communicated through the Company's website (www.hindustancopper.com) and not through publication in newspaper. Hence, candidates are advised to keep themselves updated by visiting the website from time-to- time for updates, etc.

14. How to Apply

i. To apply for the posts, candidates fulfilling eligibility criteria must register themselves on HCL website (www.hindustancopper.com) under career section (on the link provided for online application on the career webpage).

ii. Before filling the online application, candidates are advised to carefully read the instructions contained in "How to fill the Online Application form" provided on the website. They may click on the 'Career' button to get the instruction for online application submission.

iii. It is mandatory to put in all the relevant information such as qualifying degree details, percentage of marks, email address and mobile no., address for correspondence, soft copy of scanned photograph and signature (JPEG) and scanned copies of the qualification and experience document/s, to complete the online application process and get the Application number. Therefore, applicants are advised to keep such information ready before applying online.

iv. Exact percentage of marks should be mentioned in qualification table and rounding off of marks should not be done.

v. **After submitting the online application, the candidates should print the Computer-Generated Online Application and the Acknowledgement Slip and keep a copy for reference and records.**

vi. Since all the applications will be screened based on the data furnished in the online application and without any documentary evidence / proof, the candidate should ensure that they meet all the prescribed eligibility criteria and other conditions as mentioned in this advertisement.

vii. Candidates should note that the details provided by them in their application forms are taken on their face value and the onus of proving the correctness and authenticity of the same as and when required lies with the applicant.

15. General Instructions

i. Only Indian Nationals of 18 (Eighteen) years of age and above are eligible to apply.

ii. The candidates are advised to submit their Online Application well in advance without waiting for the closing date. No manual / paper application will be entertained.

iii. Candidates working in Central Government/State Government/ CPSEs/State PSEs/ other Govt. bodies should forward a copy of online application with acknowledgement slip routed through proper channel or produce 'No Objection Certificate' (NOC) at the time of interview.

iv. The internal candidates are eligible to apply as per HCL Rules

v. Travelling Ticket Fare shall be reimbursed, from the place of correspondence / communication address given in online application to the Interview Venue, only for those candidates who are actually interviewed. Candidate found ineligible during document verification shall not be eligible for reimbursement of travel expenses.

vi. The candidates will have the option to opt out of the disclosure scheme provided under Right to Information Act, 2005. The option of opting out shall be given at the time of filling the online application.

vii. In case of variation in name / surname / name spelling mentioned in the application with that in the respective certificates pertaining to Qualification / Caste, etc., the applicant shall be required to submit an affidavit sworn-in before a First-Class Judicial Magistrate / appropriate authority to this effect along with the respective documents at the time of interview failing which the candidature shall be cancelled.

viii. HCL shall be free to reject any application at any stage of the recruitment process or candidature after selection process, if the candidate is found ineligible for the applied post.

ix. HCL reserves the right to fill or not fill or partly fill any of the above post/s without assigning any reason whatsoever. HCL also reserves the right to cancel / restrict / modify / alter the recruitment process, if required, without issuing any further notice or assigning any reason whatsoever. The Company reserves the right to shortlist candidates depending upon the number of vacancies and application received, etc., and also to decide the modalities for recruitment.

x. The selected candidate shall be liable to serve the Company anywhere in India / abroad where it may have business interests.

xi. Appointment of the candidate in HCL is provisional and subject to verification of Character & Antecedents by the prescribed authorities.

xii. The candidate's appointment will remain provisional subject to caste/category certificates being verified from appropriate authorities and verification of other testimonials. The candidate's services will be liable to be terminated forthwith without assigning any reason in case the above verification reveals that her/his claim for belonging to EWS/SC/ST/OBC(NCL)/PwBD category and other testimonials is found false. HCL also reserves its right to take such further action against the candidate as it may deem proper, for production of such a false caste certificate/testimonial.

xiii. In matters of discipline, incumbent appointed shall be governed by HCL's Conduct, Discipline and Appeal Rules framed from time to time.

xiv. Category [SC/ST/OBC(NCL)/EWS/PwBD] once filled / declared in the online application form will not be changed and no benefit of other category will be admissible during the process of recruitment / selection.

xv. Original documents (for verification) and self-attested copies as detailed in the advertisement along with duly signed hard copy of the Online Application are required to be produced at the time of Personal Interview.

xvi. Mere fulfilling the minimum eligibility criteria will not entitle any applicant to be called for interview/appointment.

xvii. **The email id and mobile number provided in the online application form should remain active till the process of recruitment is complete. No change in the email id will be allowed once entered. All future correspondence would be sent via email.**

xviii. HCL shall not be liable for any delay or loss in postal transit for any reason whatsoever or non-receipt of HCL's communication due to wrong email address provided by the applicant / any other reason.

xix. In case of any doubt or discrepancy or conflict or confusion or ambiguity that may arise in Hindi version the content of English version shall prevail.

xx. Any canvassing directly or indirectly by the applicant shall disqualify his / her candidature from any post.

xxi. Legal jurisdiction in case of any dispute arising out of this recruitment shall be Kolkata only.

xxii. HCL is an Equal Opportunity Employer and encourages workplace diversity.

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