

भारत कोकिंग कोल लिमिटेड  
(एक मिनी रत्न कंपनी)  
(कोल इण्डिया लिमिटेड की अनुषंगी कंपनी)

**अधिकारी स्थापना विभाग**

महाप्रबंधक का कार्यालय  
पी.ओ.- कोयलानगर, पिन - 826005,  
जिला. धनबाद, (झारखंड)  
ई-मेल - [gmee.bccl@coalindia.in](mailto:gmee.bccl@coalindia.in)  
वेबसाइट: [www.bcclweb.in](http://www.bcclweb.in)



**BHARAT COKING COAL LIMITED**  
(A Mini Ratna company)  
(A Subsidiary of Coal India Limited)

**EE DEPARTMENT**

Office of the General Manager  
P.O.- Koylanagar, PIN - 826005,  
Dist. Dhanbad, (Jharkhand)  
E-Mail: [gmee.bccl@coalindia.in](mailto:gmee.bccl@coalindia.in)  
Website: [www.bcclweb.in](http://www.bcclweb.in)

Ref.No. BCCL/EE/Sr.Advisor/Advisor (Estate) /2026/303(A)

Dated:07.03.2026

**Notification for engagement of Sr.Advisor/Advisor (Estate) in BCCL**

Bharat Coking Coal Limited (A Mini Ratna Company) invites applications for engagement of one (01) full time Sr.Advisor/Advisor (Estate) from retired General Manager (E-8 level and above or equivalent) from CIL and its subsidiaries, or other PSUs/Government organization on fixed tenure basis for a period of two years initially extendable for further period of 01 (one) year subject to satisfactory performance and requirements of the company. VRS optees will not be considered.

The eligibility criteria, terms of engagement, pay and allowances, other benefits are mentioned below:

No. of posts	01(One)
Maximum age limit for eligibility	Not more than 65 years during the contract period.
Educational qualification	Degree in Mining Engineering (BE/B.Tech). First Class Mine Manager's Certificate (Coal) as desirable.
Experience	<ul style="list-style-type: none"><li>• Minimum <b>30 years of experience</b> in the coal sector, with substantial exposure to <b>estate management, land acquisition, Rehabilitation &amp; Resettlement (R&amp;R)</b>, associated with coal mining projects.</li><li>• Held senior-level positions (GM, E-8 level and above or equivalent) at <b>CIL/its Subsidiaries or other PSUs/Government organization</b>, possessing <b>substantial experience</b> in estate management, land acquisition, land reclamation, and Rehabilitation &amp; Resettlement (R&amp;R) implementation in coal mining projects, including coordination with statutory authorities and local administration.</li><li>• Sound understanding of <b>DGMS regulations</b>, Policies and guidelines issued by <b>Ministry of Coal (MoC) in respect to Land acquisition and Rehabilitation &amp; Resettlement (R&amp;R) policies</b>, and <b>applicable land acquisition Acts, rules, and procedures governing coal mining areas</b>, including legacy provisions and their implementation.</li></ul>
Nature of work	<ol style="list-style-type: none"><li>1. To provide <b>expert guidance and advisory support</b> on old, complex, and critical issues relating to <b>land acquisition and Rehabilitation &amp; Resettlement (R&amp;R)</b> across BCCL</li><li>2. To assist management in <b>examination, analysis, and resolution of long-pending land and R&amp;R cases</b>, including legacy matters arising out of land acquisition proceedings.</li><li>3. To render advisory inputs for <b>streamlining and effective</b></li></ol>

	<p><b>implementation of R&amp;R processes</b> in accordance with applicable CIL policies and statutory provisions.</p> <ol style="list-style-type: none"> <li>4. To provide expert opinion on <b>interpretation of land records, awards, possession-related issues</b>, and other estate documents, as and when required.</li> <li>5. To provide expert opinion on the land acquisition procedures adopted by BCCL for various mining projects.</li> <li>6. To assist in <b>coordination with internal departments and external authorities</b> (Revenue Administration, District Authorities, etc.) in connection with land and R&amp;R matters, wherever necessary.</li> <li>7. To extend advisory support in <b>court-related matters</b>, including scrutiny of pleadings, affidavits, and responses pertaining to land and R&amp;R issues.</li> <li>8. To perform any other estate-related advisory work as may be assigned by the <b>Competent Authority</b>, from time to time, in the organizational interest of BCCL</li> <li>9. The Sr.Advisor/Advisor (Estate) shall, <b>as and when required</b>, provide <b>advisory inputs on mining-related aspects to the extent they interface with land acquisition, land management, and Rehabilitation &amp; Resettlement (R&amp;R) outcomes</b>, with the objective of ensuring effective <b>coordination and alignment of technical, social, and legal considerations</b>.</li> </ol>										
<p>Remuneration and other Benefits</p>	<p>Consolidated Monthly Compensation/Honorarium</p> <table border="1" data-bbox="463 1129 1336 1308"> <thead> <tr> <th>Grade of Retd. Executive</th> <th>Compensation/Honorarium(₹/month)</th> </tr> </thead> <tbody> <tr> <td>Retired E-8 grade Executives</td> <td>₹ 1,20,000/-</td> </tr> <tr> <td>Retired E-9 grade Executives</td> <td>₹ 1,50,000/-</td> </tr> <tr> <td>Director (Schedule -B)</td> <td>₹ 1,60,000/-</td> </tr> <tr> <td>Director (Schedule -A)</td> <td>₹ 1,80,000/-</td> </tr> </tbody> </table> <p><b>Conveyance charges:</b> Company shall provide Conveyance for fulltime Sr.Advisor/Advisor (Estate) as per availability, However, where conveyance is not provided, he/she shall be eligible for 5% of consolidated pay per month as conveyance charges.</p> <p><b>Accommodation facility:</b> Suitable Company's accommodation shall be provided on availability. However, if company's accommodation is not available, HRA will be provided as per the applicable CIL HRA rules for X,Y and Z class of cities based on circular of DoE vide OM dated 07.07.2017</p> <p><b>Reimbursement for mobile telephones-</b> reimbursement for the use of mobile telephones based on the actual bills or ₹ 1000/- per month whichever is less.</p> <p><b>Medical -</b> All executives of CIL covered under the Post Retiral Medical Benefits Scheme will continue to governed by the said Scheme. Those appointed, who are not under the roll of CIL will be given the same coverage of benefit, if they are not covered under any Post Retiral Medical Scheme.</p>	Grade of Retd. Executive	Compensation/Honorarium(₹/month)	Retired E-8 grade Executives	₹ 1,20,000/-	Retired E-9 grade Executives	₹ 1,50,000/-	Director (Schedule -B)	₹ 1,60,000/-	Director (Schedule -A)	₹ 1,80,000/-
Grade of Retd. Executive	Compensation/Honorarium(₹/month)										
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Director (Schedule -B)	₹ 1,60,000/-										
Director (Schedule -A)	₹ 1,80,000/-										

**Leave-** The Sr. Advisor/Advisor (Estate) shall be entitled for paid leave of 15 days in every six months in addition to the paid holidays in the establishment, The paid leave should be regulated as per the provisions of EL (Earned Leave) applicable to executive cadre employee under CIL Executive Leave Rules. However, the paid leave admissible as above is not encashable. The accumulated leave will stand lapsed on the expiry of each period of engagement of Sr. Advisor/Advisor (Estate)

**TA/DA:**

**On official tour -:** As per entitlement on their retirement restricted to air travel by Economy class only.

**On Joining:** On engagement to the post of Sr. Advisor/Advisor, if the Sr. Advisor/Advisor is required to travel from out-station for joining duty, then he/she will be eligible for the cost of One ticket (for self) as per the entitlement mentioned above. On expiry of contract, also he/she will be eligible for one ticket (for self).

**Accommodation in Hotel:**

The Sr. Advisor/Advisor will be entitled to Hotel Accommodation as per his entitlement at the time of his Retirement/Superannuation limited to Single Room, limited to the maximum of entitlement of E9 grade Executives. In case Boarding and Lodging is not provided by the Company, he/she will be eligible for DA as admissible at the time of his Retirement/Superannuation limited to maximum of entitlement of E9 level executives.

**Terms & Conditions**

(i) The selected Sr. Advisor/Advisor (Estate) would be stationed at BCCL, Dhanbad and will be reporting to the Competent Authority as decided by BCCL Management.

(ii) The engagement of Sr. Advisor/Advisor (Estate) shall be subject to Medical fitness to be certified by Company Medical Officer.

(iii) Notice Period for termination of contract — one month's notice or consolidated compensation amount from either side.

(iv) The Sr. Advisor/Advisor (Estate) will maintain all information / documents/ materials gathered during the **course** of engagement in strict confidence. He/She will not copy or make notes of such information/ documents except in conjunction with the work for the Company. He/She will not indulge to anyone outside the Company or use any of the information documents/materials gathered during the course of engagement for his/her own or anyone's benefit, either during or after the terms of engagement with the Company. The aforesaid obligation shall also apply to proprietary/ confidential information/ documents of third parties received by his/her or the Company, in the normal course of the engagement with the Company. The Sr. Advisor/Advisor (Estate) shall, while demitting the Office, handover all information/ documents/ materials (in soft/ hard format) under his/her possession, during the engagement period, to the concerned HOD.

(v) Vigilance/Departmental Clearance- The rules of promotion on the matter of vigilance/departmental clearances shall hold good in the appointment/engagement of retired officials of Coal India Ltd. / subsidiaries as Sr. Advisor/Advisor (Estate) . Further, compliance to circular No. 07/05/21 dated 03.06.2021 of Central Vigilance Commission to be made regarding procedure for obtaining Vigilance clearance before engaging retired officials other than that of Coal India Limited/subsidiaries.

(vi) Tax- In case, payment of GST is required, then the same shall be reimbursed on production of proof of such payment.

(vii) Marking of biometric attendance is mandatory for Sr. Advisor/Advisor

(viii) Other terms and conditions will be as per the CIL's policy in vogue.

The Application Forms can be downloaded from CIL's/BCCL's websites [www.coalindia.in](http://www.coalindia.in) and [www.bcclweb.in](http://www.bcclweb.in) respectively under the caption "Career with CIL" and "Careers in BCCL" respectively.

Cutoff date for eligibility is as on **28.02.2026**

Interested candidates fulfilling the above criteria may submit their application along with following (self-attested) documents:

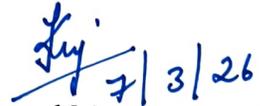
1. Proof of age (Matriculation Certificate)
2. Superannuation notice
3. Certificates of qualification.
4. Details of Experience & Promotion.
5. Certificate of scale of pay

These documents along with duly filled in application format should reach the office of Dy.General Manager (HR-EE), BCCL, Koyla Bhawan, Dhanbad, PIN – 826005, latest by **23.03.2026 by 5.00 PM** by Registered Post/ Speed Post or through email: [gmeec.bccl@coalindia.in](mailto:gmeec.bccl@coalindia.in)

The applicant should superscribe "Application for the post of Sr.Advisor/Advisor (Estate) BCCL" on the envelope. In case of application through email "Application for the post of Sr.Advisor/Advisor (Estate) BCCL" should be mentioned in the subject.

Following important points may also be noted:

- i. Applications received via email/post after **23.03.2026, 05.00 PM** in the office of Dy.General Manager (HR-EE), BCCL, Koyla Bhawan, Dhanbad will not be entertained and the company will not be responsible for any postal delay/loss in transit in submission of application within specified time.
- ii. BCCL reserves the right to change the number of vacancies and cancel/ restrict/modify/ alter the engagement process, if required, without issuing any further notice or assigning any reason thereof. Any modifications/ amendments, if any, in this notification will be given in CIL's/BCCL's website only.
- iii. All correspondence with the candidates shall be made as per his/her address/email, given in the application. However, important information will also be available at CIL's/BCCL's websites.
- iv. BCCL reserves the right to shortlist candidates for personal talk for the selection of the post of Sr.Advisor/Advisor (Estate) . No T.A. will be paid to any candidate for appearing in personal talk.

  
Dy. General Manager (HR-EE)  
BCCL

APPLICATION FORMAT

For the Post of Sr.Advisor/Advisor (Estate) in Bharat Coking Coal Limited

1. Name ( in block letters):

2. Employee No. ( retired):

3. Father's Name:

4. Present address for communication:

5. Contact No. a) Telephone:  
b) Mobile:

6. E-mail ID:

7. Permanent Address:

8. Caste (Gen/ SC/ST/OBC):

9. Date of Birth:

10. Date of Superannuation with Superannuation Notice No.:

II. Educational Qualification:

12. Additional Qualification:

13. Experience:

(A) Whether worked in any of the CIL or its subsidiaries in India as **Director/General Manager (Mining)**: (YES / NO)

(B) If Yes, details thereof:

S No	Name of the Company with details	Details of Posting (Designation, Place of posting)	Period of work		Nature of work
			From	To	

14. Detail of employment before/till superannuation:

Name of Organisation/ Deptt.	Last Held Post	Grade	Basic Pay with Grade Pay (where applicable)	Discipline	Period of last post held	Remark

15. Special Achievement'(if any):

16. Details of any Vigilance/Departmental/Court case (if pending):

17. Any Other Information

**Declaration**

I, \_\_\_\_\_ (Name), hereby certify that the details furnished by me in point no.1 to point 16 are true to the best of my knowledge and belief.

**Signature of the Candidate with date**

List of Enclosures: