

NEEDS EXECUTIVES & DOCTORS

National Aluminium Company Limited (NALCO), a Navratna Company is the largest integrated Alumina – Aluminium Complex of Asia, having State of the Art technology, with its present turnover of more than Rs.7770 Crores is going for further growth and expansion within India & across the globe. The Company also enjoys Premier Trading House status in the field of export and has won many prestigious awards for its excellent performance with significant value addition to its shareholders. The plants and offices are multi-locational with its Corporate Office at Bhubaneswar, Odisha. The Company believes in achieving organizational excellence through competent human resources and practices having "people centric" approach. To achieve its vision to be a reputed global Company in mining, metals and energy sector, NALCO is looking for committed, promising and result oriented candidates in the following disciplines & positions.



Nalco Bhawan, P/1, Nayapalli,
Bhubaneswar-751013, Odisha
CIN : L27203OR1981GOI000920
A NAVRATNA COMPANY
www.nalcoindia.com

I) Discipline, Posts & Grade & No. of Posts :

Advt. No. 10160113

Sl. No.	Discipline	Post & Grade	No. of Posts	Qualification & Experience
01.	HRD & Administration	Dy. Manager (E3)/Manager(E4)	UR-03 OBC-01	Should have Degree in any discipline & degree or recognized PG Diploma in Personnel Management/ Labour Welfare/Industrial Relations/Management/Behavioral Science/Training & Development/ HRD/HRM (Duration of not less than 2 years full time regular course) or MBA with specialization in PM/IR/HRD/HRM (Duration of not less than 2 years) OR Degree in Engineering OR PG Diploma in Social Welfare (IISW, Cal). Additional Degree in Law will have added advantage. The candidate should have in possession of required number of years of relevant experience as an Executive/Officer in the Personnel/HR/Administration setup of Govt./PSU or reputed/leading organizations as at Table-II. The incumbent conversant with HR Policy development and its implementation, industrial relations/welfare activities, recruitment/induction/placement training & development and change management interventions, compensation and benefit administration, industrial laws & their implementation, liaisoning with various Government/Statutory/Enforcement Agencies, disciplinary matters/domestic inquiry, work experience in ERP environment, etc. will be desirable.
		Asst. General Manager (E6)	UR-03	
02.	Rajbhasa	Jr. Manager (E1)/ Asst. Manager(E2)	UR-01	Post Graduate Degree in Hindi from a recognized University/Institute. The candidate should have the required number of years of relevant experience as an Executive/Officer in Govt./PSU or reputed/leading organizations as at Table-II. Candidates conversant with statutory and administrative requirement on use of Hindi as Official Language under the relevant Act/Rule of Govt. of India, terminological work in Hindi, translation from English to Hindi or vice-versa preferably of technical/scientific literature, co-ordination with different Govt. agencies, preparation of roster of non-hindi employees and organizing classes for them, working knowledge of use of computer in Hindi, etc. in executive cadre will be desirable.
03.	Public Relation & Corporate Communication	Dy. Manager(E3)/Manager (E4) Sr. Manager(E5)/ Asst. General Manager(E6)	UR-01 UR-01	Degree in any discipline with recognized PG Diploma in Journalism OR Mass Communication OR Creative Writing. The candidate should have the required number of years of relevant experience as an Executive/Officer in Govt./PSU or reputed/leading organizations in the areas of media management/public relation/corporate communication as at Table-II. The candidate having work experience in the areas of developing and implementing brand image building strategy, managing and building relationships with print and visual media, editing and publishing in-house magazines/newsletters/journals/ news features/articles/press releases etc., organizing exhibitions, trade fairs etc., pro-active relationship with internal and external stake holders, creative writing in English, Hindi and Odiya will be desirable.
04.	Law	Dy. Manager(E3)/Manager (E4) Dy. General Manager(E7)	UR-01 UR-01	Degree in any discipline with Graduate Degree in Law. Candidates with a Post Graduate Degree/Diploma in commercial/labour/taxation law will have advantage. The candidate should have the required number of years of relevant experience as an Executive/Officer in the areas of legal affairs in HR/Commercial/Company Affairs/Taxation, etc. in Govt./PSU or reputed/leading organizations as at Table-II. Candidates having exposure in appearing/attending and conducting/handling cases/matters of different nature before various Courts, Tribunals, Quasi Judicial Authorities and other forum with expertise in drafting/interpreting deeds, claims, pleadings, replies, notices, letters, contracts, agreements in commercial & labour matters, handling Corporate Industrial Laws, Commercial Documentation, Agreement, Contract Petition, Affidavit and familiarization of court & arbitration position, vetting of legal opinion will be desirable.
05.	Finance	Asst. General Manager(E6)	UR-03 OBC-01	Degree in any discipline with ACA/AICWA OR MBA with specialization in Finance Management. The candidate should have the required number of years of relevant experience as an Executive/Officer in Govt./PSU or reputed/leading organizations as at Table-II. Candidates having exposure in sales accounting, treasury, investment proposal, retirement/discount of bills, costing, project accounting, MIS, budgeting control, compilation of annual accounts and audit thereof, tender procedures, computerized accounts, risk management, work experience in ERP environment, etc. will be desirable.
06.	Corporate Social Responsibility	Sr. Manager(E5)/ Asst. General Manager(E6)	UR-01	Degree in any Discipline with two years full time regular Post Graduate Degree/Diploma in Rural Management/Rural Development OR MBA with specialization in Rural Management/Ecology/HR(duration of not less than two years) OR Master in Social Work OR Master Degree in Personnel Management & Industrial Relation. The candidate should have in possession of required number of years of relevant experience as an Executive/Officer in the areas of HR/General Administration/Peripheral Development/ Community Welfare/Social Welfare/Land Acquisition/Village Adoption, etc. in Govt./PSU or reputed/leading organizations as at Table-II. The candidate having ample knowledge in Govt. Guidelines, Statutory Provisions under CSR activities and having exposure in defining and developing the strategies of Company's CSR objectives, raising awareness of Company's commitment, generating publicity, baseline survey, community mobilization, accountability, sustainability, impact assessment, brand imaging, rehabilitation & resettlement, corporate ethics, etc. will be desirable.
07.	Marketing	Dy. General Manager(E7)	UR-02	Degree in any discipline with Degree or recognized PG Diploma in management majoring in Marketing or Export Management (Duration of not less than 2 years or full time regular course of 1 year) OR Degree in Engineering or MBA with specialization in Marketing/Export Management (Duration of not less than 2 years). The candidate should have the required number of years of relevant experience as an Executive/Officer in Commercial Management functions viz; Marketing, Materials, Despatch, Excise, Traffic, Shipping & Transport, Production Planning, Product Development & Product rolling areas in Govt./PSU or reputed/leading organizations as at Table-II. Experience in branch/regional level, market assessment, market forecast, formulation and implementation of marketing schemes, sales strategy, customer base analysis, export marketing, sales distribution and customer related legal matters will be desirable.
08.	System	Jr. Manager(E1)/Asst. Manager(E2)	UR-02	Degree in any discipline with recognized PG Diploma in Computer Science (Duration of not less than 2 years) or Master in Computer Application or Degree in Engineering/M. Tech. in Computer Science. The candidate should have the required number of years of relevant experience as an Executive/Officer in IT/Systems/ERP set up in Govt./PSU or reputed/leading organizations as at Table-II. The candidates well conversant with SAP, ABAP programming tools including Report and Transaction creation, Enhancements, Conversion Programmes, SAP Script, Smart Forms, Screen Painter BDC, LSMW, User Exits, Menu Exits, Function Exits, Screen Exits, ALV Reports, Dialog Programming, Webdynpro, Data Dictionary, RFC, ABAP Query, ALE, BAPI, BADI, etc. and application of software development, testing, documentation, implementation & maintenance support using tools such as .Net/Powerbuilder/ Crystal Reports and databases such as Sybase/DB2/ MS SQL, System administration of Server, Network, Database, Storage, Automated Backup, Active Directory, Mail, Proxy, DNS, Anti Virus, Video Conference System, Web Portal etc. will be desirable
09.	Mining	Dy. Manager(E3)/Manager(E4) Dy. General Manager(E7)	UR-02 UR-01	Degree or equivalent Diploma in Mining Engineering & First Class Metalliferrous Mines Manager's Certificate of Competency (Unrestricted/Restricted). The candidate should have the required number of years of relevant experience as an Executive/Officer in Mining set up in Govt./PSU or reputed/leading organizations as at Table-II. Candidates having exposure in statutory norms, rules & regulations related to Mines Act (MMDR Act), Forest and Environmental Acts, computerized ore deposit evaluations, mine planning, monitoring tools in full mechanized mine with electronic optimization system like Truck Dispatch System will be desirable.
10.	Mining Machinery	Dy. Manager(E3)/Manager (E4)	UR-02	Degree in Engineering or Technology in Mining Machinery Engg. The candidate should have the required number of years of relevant experience as an Executive/Officer in Mining set up in Govt./PSU or reputed/leading organizations as at Table-II. The candidate having exposure in the areas of installation, commission, operation maintenance of heavy earth mining machinery, monitoring the health of HEMM & other equipment on mines and knowledge in analysing/diagnosing defects/malfunctions and repairs, etc. with techno-commercial knowledge of HEMM, etc. will be desirable.
11.	Geology	Dy. Manager(E3)/Manager (E4)	UR-02	M.Sc. (Geology) from a recognized University/Institute. The candidate should have the required number of years of relevant experience as an Executive/Officer in Mining set up in Govt./PSU or reputed/leading organizations as at Table-II. Candidates having exposure in the areas of quality control of highly varying deposit, preparation of deposit evaluation report, mine planning, conversant with relevant statutes, rules and regulation as per Mines Act, MMDR Act, Forest Acts, Environment Act, computerized Truck Dispatch System, knowledge in mine planning & deposit evaluation using mine planning software will be desirable.
12.	Chemical	Dy. Manager(E3)/Manager (E4)	UR-02	Degree in Chemical Engineering OR M.Tech. in Applied Chemistry. The candidate should have the required number of years of relevant experience as an Executive/Officer in Chemical/Process Industrial set up in Govt./PSU or reputed/leading organizations as at Table-II. Candidates having exposure in Mineral/Ore Processing covering unit operations of material handling, ore size reduction, ore grinding and wet processing, settling filtration, heat exchange, precipitation, classification, calcinations & evaporation and experience in process engineering, mining/metal industry will be desirable.
13.	Medical Services	General Duty Medical Officer (E1)	SC-01, ST-01, OBC-03, UR-03	MBBS/BDS with 03 years post qualification Experience for GDMO (E1 grade). MD/MS/Recognized post MBBS diploma in Medicine/Surgery/Ophthalmology/Radiology/Pathology/ Skin/Orthopedics/Pediatrics with 01 year of post qualification experience in the respective discipline for Senior Medical Officer (E2 grade). The candidates having fresh MD/MS/Recognized post MBBS diploma in Medicine / Surgery / Ophthalmology / Radiology / Pathology / Skin / Orthopedics / Pediatrics in the respective discipline may apply for the post of Medical Officer at E1 Grade and such specialists taken as Medical Officer at E1 grade will be placed as Senior Medical Officer at E2 grade after successful completion of 01 year service.
		Senior Medical Officer (E2)	SC-01, OBC-02 UR-06	

Note : The number of posts indicated above is tentative and may vary depending upon organizational requirement. Out of above posts, two posts (one in Medical services) are identified for PWD in OH/HH/VH category.

II) Scale of Pay, Minimum period of executive grade experience, Maximum age:

Sl. No.	Post & Grade	Scale of Pay	Min. years of Relevant Work Exp.	Max Age as on 24.11.14
01.	Dy. General Manager(E7)	Rs.51300-73000	20	52
02.	Asst. General Manager(E6)	Rs.51300-73000	17	50
03.	Sr. Manager(E5)	Rs.43200-66000	14	47
03.	Manager(E4)	Rs.36600-62000	12	44
04.	Dy. Manager(E3)	Rs.32900-58000	09	42
05.	Asst. Manager(E2)	Rs.29100-54500	06	37
06.	Jr. Manager(E1)	Rs.24900-50500	03	32

Post & Grade advertised	Pay Scale of the advertised posts (IDA-2007)	Next below pay scale and grade of NALCO as per IDA-2007	Next below grade and pay scale of NALCO as per IDA-1997
1	2	3	4
Dy. General Manager(E7)	Rs.51300-73000	Rs.51300-73000 (E6)	Rs.19000-24750
Asst. General Manager(E6)	Rs.51300-73000	Rs.43200-66000 (E5)	Rs.18500-23900
Sr. Manager (E5)	Rs.43200-66000	Rs.36600-62000 (E4)	Rs.17500-22300
Manager (E4)	Rs.36600-62000	Rs.32900-58000 (E3)	Rs.16000-20800
Dy. Manager (E3)	Rs.32900-58000	Rs.29100-54500 (E2)	Rs.13750-18300
Asst Manager(E2)	Rs.29100-54500	Rs.24900-50500 (E1)	Rs.11225-17525
Jr. Manager(E1)	Rs.24900-50500	Rs. 16400-40500 (E0)	Rs.8600-14600

III) Compensation: In addition to Basic Pay and DA in Industrial DA pattern (presently 112.4% of basic), the other benefits shall include Perks (45% of basic pay), Performance Related Pay based on the Company's as well as individual performance, Company accommodation or HRA, Medical facilities for self and family, Post Retirement Medical Benefit, Leave Encashment, Pension as per NPS, Contributory Provident Fund, Group Insurance, Gratuity, etc. as per Company's Rule.

IV) The candidates working in CPSEs/Govt./State PSUs should have relevant experience in the immediate lower level/grade or equivalent for at least two years in the PSUs/Govt. Departments as the case may be.

The positions advertised, grade & related pay scales and the next below level of grade and pay scales operated in NALCO both revised as per IDA-2007 and pre-revised as per IDA-1997 are furnished in the Table below.

Experience in the immediate lower level/grade in respect of candidates working in PSUs/Govt. following IDA/CDA pattern of pay scales will be reckoned based on the related level of grades/pay scales in CDA pattern or that of IDA pattern of DPE. While doing so, the scales of pay of IDA-2007 structure as well as the IDA-1997 structure as indicated at column-3 & 4 will be kept in view and no jumping of grades/levels will be allowed.

In order to examine the above, the candidates from CPSEs/ Govt. organizations should mention in the online application, all the grades, pay scales and period of experience they have possessed at each of the scale before reaching their present level, grade and pay scale in order to ascertain their comparative level & experience. The candidates should also submit a self-certified copy of all the grades and related pre-revised (IDA-1997) and revised scales of pay (IDA- 2007) structure operated at below Board level in the said CPSE along with the hard copy of the application.

In order to assess the comparative level of the candidates working in Private Sectors, the present emoluments drawn should be equivalent or more than the amount of the minimum Basic plus DA (@ 112.4% of basic) & Perks (@45% of basic) of the related below level grade and pay scales of DPE, besides taking into consideration the required period as well as level of experience. In such cases, the payment/CTC components towards Performance Related Pay/Incentives, superannuation benefits and any other privileges would not be considered for computation. Accordingly, the

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candidates should produce the proof of their emoluments by taking the pay/basic pay, DA or similar allowances and perks only. To this effect the candidate should produce a self declaration that the components towards incentive and superannuation benefits, etc. are not considered under perks along with the hard copy of the application.

In the event of selection of candidates working in same grade and scale of pay, the candidate may be allowed seniority/weightage for the period of service put in the said grade and Scale of Pay for the purpose of promotion.

[Candidates must attach proof of their pay scale/pay band (in case of PSE/Govt. Enterprises), total operating pay scales of below board level executives (in case of CPSE) or emoluments giving the break-up of pay/basic pay, DA & perks (in case of others) along with their applications.]

GENERAL CONDITIONS

Selection Process:

* Candidates meeting with the advertised specification for the particular post will be short-listed for Written Test/Group Discussion and/or Personal Interview as the case may be. Assessment for the post(s) at E1 & E2 level will be made through Written Test followed by Personal Interview with the weightage of 85% for Written Test and 15% for Personal Interview. Assessment for E03, E04 & E05 grade will be made through Group Discussion & Personal Interview with the weightage of 25% for Group Discussion and 75% for Personal Interview. As regards E6 & E7 grades the assessment will be based on Personal Interview only. Based on the performance in written test/group discussion and/or personal interview, organizational requirement, vacancies in the respective discipline and reservation points as per the Presidential Directives, the candidates will be selected.

* Management reserves the right to raise the minimum eligibility standards/criteria and/or to restrict the number of candidates in the personal interview, if so required.

* The final placement of the candidate is subject to their medical fitness as per Company's standard and other joining formalities.

Medical Fitness :

* The selected candidate needs to be medically fit as per medical rules of the Company. No relaxation in health standards as indicated in the medical rule of the Company is allowed.

Placement :

* During the probation period and/or after confirmation, the selected executives will be posted in the NALCO establishments anywhere in India & is transferable as per the organizational requirement. The selected executives may be assigned jobs/ functions/ assignments related to their area or as per the requirements of the Company.

Reservation & Relaxation :

* Reservations/relaxations for SC/ST/OBC (non-creamy layer) / PWD (degree of disability 40% or above) candidates as per Government guidelines are applicable. In case of increase or decrease in the number of total posts, the number of reserved category posts will vary in accordance to the Govt. guidelines.

* PWD candidates would be required to furnish valid disability certificate duly stamped and signed by a medical panel empowered for the purpose and should comprise of 3 medical practitioners of Govt. hospital or medical board attached to Special Employment Exchange for the handicapped.

* Appointment to some of the vacancies will be offered to the PWD candidates after considering the nature of duties and responsibilities of the assignment, location, etc. and also considering that the disability is not likely to interfere with the performance and without possible deterioration of his/her health. However, the final appointment and placement would be based on candidate's medical fitness with respect to the job of the identified posts.

* The reserved category candidates are required to submit requisite certificate in the prescribed format of Government of India, issued by the Competent Authority, at the time of personal interview, if called for.

* If the SC/ST/OBC/PWD certificate has been issued in a language other than English/Hindi, the candidates will be required to submit a self-certified translated copy of the same either in English or Hindi.

* The OBC candidates who belong to "Creamy Layer" are not entitled for concession admissible to OBC category and such candidates have to indicate their category as Unreserved(UR). The OBC (Non-Creamy Layer) candidates are required to submit requisite certificate in prescribed format of Government of India, from a Competent Authority issued in the current year. The name of the caste and community indicated in the OBC(Non-Creamy Layer) certificate must appear in the Central list of Other Backward Classes. Further, OBC candidates will have to give a self- undertaking indicating that they belong to OBC (Non- Creamy Layer) category also at the time of personal interview, if called for.

* The upper age limit is relaxed by 5 years for SC/ST, 3 years for OBC (Non-Creamy Layer), 10 years for PWD- Un-reserved (UR) and 13 years for PWD-OBC(Non-Creamy Layer) and 15 years for PWD-SC/ST candidates. However, the maximum upper age limit in respect of PWD candidates is 56 years.

* Relaxation of five years in age will be extended to the candidates who had ordinarily been domiciled in the State of Jammu & Kashmir from 01.01.1980 to 31.12.1989. Ex-Servicemen and children/family members of those who died in the riots of 1984 will get relaxation as per directives of Govt. of India

How to Apply :

* The candidates need to apply online in the career section of NALCO website(www.nalcoindia.com) from 05.02.2016 to 05.03.2016. Candidates should click on the online application link, read the instructions carefully and fill-in the online application form giving accurate information. If the online application is not successfully completed, candidate is required

to register again. **Applications received through any other mode would not be accepted and summarily rejected.**

* No request with respect to change in any data entered by the candidate will be entertained, once the online application is submitted successfully. While applying online, candidate needs to upload the scanned copy of their recent passport size colour photograph, signature and demand draft towards application fee, if applicable. In case the candidate is called for personal interview, he/she will be required to produce his/her original certificate and other relevant documents as mentioned in the on-line application form.

* After on-line registration and successful submission of the application form, candidates are required to take a print out of the application form, affix a passport size colour photograph identical to the uploaded color photograph in the online application form and attach an application fee of Rs.100/- in the form of Bank Draft/DD drawn in favour of "National Aluminium Company Limited" payable at Bhubaneswar (Application fee is not applicable for SC/ST/PWD candidates). Application fee is not refundable for any reason whatsoever.

* The candidates applied earlier to the said post against our advertisement No.10140203 & 10150107 may apply afresh. However, they need not to pay the application fee.

* The downloaded application with self-attested photocopies of all the documents in support of the information given by the candidate in their on-line application should reach **Recruitment Cell, HRD Department, National Aluminium Company Limited, NALCO Bhawan, P/1, Nayapalli, Bhubaneswar – 751013, Odisha** by post immediately after submission of online application. Name of the post applied for should be super scribed on the envelop used for sending the hard copy of the application. No application will be received by hand. No manual/paper application will be entertained directly unless registered and applied online. **The application must reach the addressee along with all documents in support of their age, Qualification, experience, pay scale/emoluments by 15.03.2016 (5.30pm) after closing date for submission of on line application.**

* **It may be noted that a candidate's application only in soft copy will not be entertained and will be rejected summarily if the hard copy of the application form along with other requisite self-attested photocopies of the relevant documents and application fee is not received on or before 15.03.2016 (5.30pm).**

* NALCO will not be responsible for any candidate for not being able to submit their online application within the last date on account of system error or for any other reasons.

* A candidate can apply for one post/discipline only. Candidates applying for more than one post/discipline will be considered for the lower grade/post.

* Only Indian Nationals are eligible to apply.

Instruction to the Candidates :

* The candidate should ensure that he/she fulfills the eligibility criteria and other conditions as mentioned in this advertisement. Mere submission of application or meeting the advertised specification does not entitle the candidate's eligibility for the post. In case it is detected at any stage of recruitment/ selection/even after appointment that the candidate does not fulfill the eligibility norms and/or that he/she has furnished any incorrect/false information or has suppressed any material fact(s), his/her candidature/appointment will automatically stand cancelled, as the candidature/appointment would be deemed to be void ab initio.

* The e-mail id mentioned in the application form must remain valid for one year. All future communication with the candidates will take place through e-mail only. NALCO will not be responsible for any loss/non-delivery of e-mail/any other communication sent, due to invalid/wrong id or due to any other reason.

* The interested candidates fulfilling the specifications may also apply for deputation with permanent absorption through proper channel as per Govt. guidelines.

* Candidates working in PSUs/Govt. should produce 'No Objection Certificate' at the time of interview.

* Candidates will be reimbursed IInd class AC(sleeper) to and fro train/bus fare upto E4 grade and airfare(economic class)/ IInd class AC(sleeper) fare for E5, E6 & E7 grade from their communication address mentioned in the on-line application for attending the interview by the shortest route on production of tickets/proof of journey. No change in communication address will be entertained at a later stage for the purpose of reimbursement of TA.

* NALCO reserves the right to raise the minimum eligibility standards, restrict the number of candidates to be called for test and/or interview depending upon their experience profile, to fill up or not to fill up any of the above positions without assigning any reason whatsoever, to cancel/restrict/modify/alter the recruitment process, to increase/decrease the number of posts advertised without issuing any further notice or assigning any reason whatsoever.

* Canvassing by a candidate in any form shall disqualify his/her candidature.

* Any dispute with regard to the said recruitment will be settled within the jurisdiction of Bhubaneswar only.

Important Dates:

1	Opening of online submission of application	05.02.2016 (03.30 PM)
2	Last date of submission of online application	05.03.2016 (05.30 PM)
3	Last date for receipt of hard copy of application along with requisite documents & application fee	15.03.2016 (05.30.PM)

Asst. General Manager (HRD)

Size : 25 (w) x 20 (h)

नालको  **NALCO**
National Aluminium Company Limited
(A Government of India Enterprise)

Nalco Bhawan, P/1, Nayapalli,
Bhubaneswar-751013, Odisha
CIN : L27203OR1981GOI000920
A NAVRATNA COMPANY

NEEDS EXECUTIVES & DOCTORS

[Advt. No. 10160113] - National Aluminium Company Limited(NALCO), a Navratna Company is the largest integrated Alumina – Aluminium Complex of Asia, having State of the Art technology, with its present turnover of more than Rs.7770 crores is going for further growth and expansion within India & across the globe. The Company also enjoys Premier Trading House status in the field of export and has won many prestigious awards for its excellent performance with significant value addition to its shareholders. The plants and offices are multi-locational with its Corporate Office at Bhubaneswar, Odisha. The Company believes in achieving organizational excellence through competent human resources and practices having "people centric" approach. To achieve its vision to be a reputed global Company in mining, metals and energy sector, NALCO is looking for committed, promising and result oriented candidates in the disciplines of HRD & Administration, Rajbhasa, Public Relation & Corporate Communication, Law, Finance, Corporate Social Responsibility, Marketing, System, Mining, Mining Machinery, Geology, Chemical & Medical Services. Interested candidates are advised to visit the career section of Nalco website www.nalcoindia.com or **Employment News Dt.20.02.2016** for detail of posts, eligibility criteria and other conditions.

Asst.General Manager (HRD)

Size : 8 (w) x 7 (h)