



BHARAT COAL GASIFICATION AND CHEMICALS LIMITED

(A Joint Venture of CIL and BHEL)

Advt. No. 01/2026

Bharat Coal Gasification and Chemicals Limited (BCGCL) is a newly incorporated joint venture of Coal India Limited (CIL) and Bharat Heavy Electricals Limited (BHEL), established in 2024 to drive India's transition towards cleaner and value-added utilization of coal. The company has been formed to develop coal-to-chemicals infrastructure through advanced coal gasification technology, supporting the Government of India's vision of Atmanirbhar Bharat.

BCGCL is currently implementing a large-scale coal gasification-based Ammonium Nitrate project (approximately 0.66 MMTPA) in Odisha, which will produce key industrial inputs such as syngas, ammonia, nitric acid, and ammonium nitrate. With a focus on sustainability, reduced emissions, and efficient resource utilization, BCGCL aims to play a pivotal role in strengthening domestic manufacturing, reducing import dependence, and fostering a cleaner industrial ecosystem in the country.

BCGCL invites applications for following three positions on Fixed Tenure basis as per details below:

S.No.	Position	Discipline	No. of Vacancies *	Period of Engagement	Location
1	FTA Grade IV	Company Secretary	1	1 year which may be extended by one more year based on performance and company requirement	Lakhanpur, Jharsuguda, Odisha
2	FTA Grade III	Electrical	1		
3	FTA Grade III	Civil	1		

*The number of vacancies indicated above is tentative and actual requirement may vary based on further assessment.

Reservation & relaxations:

S.No.	Post	No. of Vacancies*
1	FTA Grade IV (Company Secretary)	1 UR
2	FTA Grade III (Electrical)	1 UR
3	FTA Grade III (Civil)	1 UR

*The above posts are earmarked for Unreserved (UR) category candidates. Applicants belonging to EWS/OBC (Non-Creamy Layer)/SC/ST categories may also apply; however, such candidates will be considered against unreserved vacancies and evaluated on the general standards of merit, without availing any relaxations.

The post of FTA Gr IV (Company Secretary) is identified suitable for OH: Locomotor Disability (OA or OL), leprosy cured, Dwarfism & Acid Attack Victim, For VH: Low Vision & For HH: Deaf & Hard of Hearing.

Job Specifications:

<u>Post</u>	<u>Essential Educational Qualification</u>	<u>Desirable Educational Qualification</u>	<u>Post Qualification Experience</u>	<u>Desirable Post Qualification Experience</u>
FTA Grade IV	CS. He/She should be	LLB/CA/CMA/MBA (Finance)	Minimum 9 years of post-qualification experience in a	work experience in Project /



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(Company Secretary)	Associate/Fellow Member of the Institute of Company Secretaries of India (ICSI)		PSU or large Corporate (company with the turnover of Rs.100 crore or more in FY 2024-2025) in handling Board matters, statutory compliance, corporate governance, regulatory coordination, statutory filings with authorities like ROC, MCA etc.	infrastructure sector companies
FTA Grade III (Electrical)	Full-time regular B.Tech / B.E. degree in Electrical Engineering from a recognized Indian University with minimum 60% marks		Minimum 5 years of post-qualification experience in erection / commissioning / maintenance of LV/HV/EHV electrical installations in chemical / fertilizer / power / oil & gas industry	
FTA Grade III (Civil)	Full-time regular B.Tech / B.E. degree in Civil Engineering from a recognized Indian University with minimum 60% marks		Minimum 5 years of post-qualification experience in handling of Civil constructions of equipment, building, road, bridges, foundations, structural works in chemical / fertilizer / power / oil & gas / infrastructure sector	

Upper Age Limit as on 01st August, 2026

S.No.	Post	Upper Age Limit as on <u>01st August, 2026</u>
1	FTA Grade IV (Company Secretary)	36 years
2	FTA Grade III (Electrical)	32 years
3	FTA Grade III (Civil)	32 years

- Relaxation in age for PwBD and Ex-Servicemen will be as per extant Govt. rules.
- Upper age limit is relaxable by 5 years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir during the period from 1/1/1980 to 31/12/1989.

Remuneration & other Benefits:

The selected candidates will be paid an all-inclusive monthly CTC as follows:

Position	All-inclusive monthly CTC *
FTA Grade IV	Rs. 1,71,100/-
FTA Grade III	Rs. 1,46,650/-

*This includes basic pay, DA, HRA, other allowances as well as social security benefits.



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Request related to pay protection will not be entertained at any stage during engagement.

Selection process:

All applications received will be screened and shortlisted based on eligibility criteria. The shortlisting will be in the ratio of 1:10 in order of merit to the number of vacancies. The merit will be decided based on marks secured in examination of the essential qualification as per the norms of the University/Institute. In case, any two or more candidates have the same marks (upto two decimals) in the essential qualification, then all such candidates having same marks will be shortlisted for interview.

However, if the number of applicants is less than the prescribed 1:10 ratio, all eligible candidates shall be called for interview.

Health standards:

Applicant should have sound health. Before joining, selected candidates will have to undergo medical examination by the Govt. Medical Officer and the engagement will be subject to being declared medically fit.

Processing fee:

1. At the time of submission of online application, candidates belonging to General, EWS & OBC (NCL) category are required to pay a non-refundable processing fee of Rs. 400/- (excluding applicable Convenience Fee and Taxes) online through NEFT/UPI/Debit Card/Credit Card Payment method.
2. Any other mode of payment i.e Demand Draft, Money Order, Postal Order, Cheque, etc. is NOT acceptable.
3. SC/ ST/PwBD category candidates are exempted from payment of processing fees subject to submission of true copy of certificate(s) as applicable, issued by the Competent Authority in the format as prescribed by Government of India at the time of document verification.

How to apply:

1. The submission of application will be online through BCGCL website "career.bcgcl.in". No other means / mode of application shall be entertained. Application portal for the same shall remain open from 10 AM on 18th August, 2026 to 8th Sept, 2026.
2. Before registering/applying online, candidates are advised to go through Detailed Instructions. The candidate should possess the following and keep the same handy while applying online:
 - (i) Valid email ID and mobile no. (for any correspondence from BCGCL, if required)
 - (ii) Scanned copy of self-attested recent passport size colored photograph of the candidate. Size of file should be upto 50 kb in .jpg/.jpeg format only.
 - (iii) Scanned copy of signature (signed on white paper with black pen) of the candidate. Size of file should be upto 50 kb in .jpg/.jpeg format only.
 - (iv) Details of Debit Card/Credit Card/Net Banking required for paying online Processing fee.
3. After successfully submitting the online application, the candidate is required to print the application form and send it along with relevant copies of self-attested documents



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(mentioned in point 6 below), as applicable, at the below mentioned address so as to reach on or before the specified date

**Office of Managing Director, BCGCL,
BHEL SADAN, 4th FLOOR,
PLOT NO.25, SECTOR-16A, NOIDA-201301, UP, INDIA**

4. BCGCL is not responsible for any postal loss/postal delay in receipt of application.
5. The envelope containing the application form should be super-scribed as **“Application for Engagement as (mention the Position applied for) on Fixed Tenure Basis”**
6. The list of self-attested documents required to be submitted is as below :
 - i. Print out of online application form
 - ii. Copy of Class X (High School) certificate for Date of Birth
 - iii. Candidates belonging to SC/ST/PwBD/Ex-servicemen category should enclose self-attested copy of the certificate issued by the Competent Authority to that effect
 - iv. If claiming age relaxation as candidate from J&K, copy of relevant certificate.
 - v. Copy of Mark Sheets of all semesters/consolidated mark sheet/ Passing certificate of the qualifying examination (as mentioned in minimum eligibility requirement)
 - vi. Additional qualification, if any
 - vii. Proof of norms adopted by the University/Institute to convert CGPA/OGPA/DGPA into percentage.
 - viii. Offer of Appointment / Joining Letter / Experience Certificate issued by the Employer(s)
 - ix. Latest Salary Slip
 - x. Audited financial statement for FY 2024-25, confirming the turnover of Rs. 100 crore or more (in case applying for the position of company Secretary)
7. Before applying for the post, candidates should ensure that he/she fulfils the eligibility criteria and other conditions mentioned in this advertisement. BCGCL would be free to reject any application at any stage of the recruitment process, if the candidate is found ineligible for the post for which he/ she has applied. The processing fee paid by ineligible candidates shall be forfeited. No correspondence shall be entertained in this regard.

General Instructions:

1. Only Indian Nationals are eligible to apply.
2. The above requirements are purely temporary in nature and offered on fixed tenure basis for an initial period of one (1) Year which may be extended for a further period of one (1) year, subject to satisfactory performance of the individual and company requirement.
3. The engagement on Fixed Tenure Appointment (FTA) basis shall be contractual and time-bound, conferring no right, claim, or entitlement whatsoever to regular or permanent employment in BCGCL, either during the tenure or thereafter. However, in the event of any future recruitment for regular positions in BCGCL, experience gained under FTA may be considered for additional weightage, subject to its relevance to the prescribed job requirements and in accordance with the applicable recruitment policy in force at that time. Such consideration shall be purely discretionary and shall not be construed as an assurance of selection or regularization.



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4. Candidates should possess the required qualification and experience as on 1st August, 2026 and should produce the relevant original Certificates/ documents at the time of interview.
5. Please note that post qualification experience should be excluding trainee/apprenticeship period, if any.
6. The listed requirement/no. of vacancies are indicative and subject to change as per the requirement of the Organization and can be increased/decreased.
7. BCGCL reserves right to cancel/restrict/enlarge/reopen the recruitment process and increase/decrease vacancies, if the need so arises, without issuing any further notice or assigning any reason thereof. Posts indicated herein may be kept unfilled at the discretion of management.
8. The Candidates should ensure that they fulfil the eligibility criteria and other requirements and that the particulars furnished by them are correct in all respect. In case it is detected at any stage of selection process that the Candidate does not meet the eligibility criteria and / or the Candidate has furnished any incorrect / false information or has suppressed any material fact(s), the candidature of such a candidate is liable to be rejected. If any of the above shortcoming(s) is / are detected, even after engagement, his / her services are liable for termination without notice, besides any action or prosecution.
9. The Candidature of applicants at all stages of selection process will be provisional and is subject to satisfying the prescribed eligibility conditions. Mere issue of Interview call letter to the candidate will not imply that his/her candidature has been accepted by the Company.
10. Wherever CGPA/OGPA/DGPA or Letter Grade in a degree / diploma is awarded, its equivalent percentage of marks must be indicated in the application form as per norms adopted by University / Institute. Proof of norms adopted by the University/ Institute to convert CGPA/OGPA/DGPA into percentage is to be submitted alongwith the application.
11. Candidates belonging to SC/ ST/Persons with Disability/Ex-Servicemen category should submit by post self-attested copy of the certificate issued by the Competent Authority to that effect alongwith the application. Note: If any certificate etc. is issued in a language other than Hindi / English, candidates are advised to submit a certified translation of the same in either Hindi or English language at the time of interview, if called for.
12. Category should be carefully filled-up in the application format as this will not be allowed to be changed at a later date.
13. Reservation for Persons with Disabilities candidates will be in accordance with Government directives. The Persons with Disability candidates are required to furnish self-attested copy of duly stamped Medical Certificate in relation to their disability from Government Hospital or Medical Board.
14. Candidates employed in Govt./Semi-Govt./Public Sector Undertakings/Autonomous bodies are required to produce "No Objection Certificate" at the time of Interview and produce relieving order from their organization in the event of selection.
15. Candidates called for Interview will be reimbursed second AC return train fare by the shortest route from their starting station or correspondence address filled in the application form whichever is nearer to the place of Interview subject to production / verification of train tickets.
16. The original documents /certificates / testimonials in proof of Age (Only 10th Standard Board Certificate will be admitted as proof of age), qualification, experience, caste/ category as mentioned / enclosed in the application shall be produced at the time of interview for verification. In case of failure to produce the original testimonials certificates as mentioned in the application for verification while attending the interview, the candidate will not be allowed to appear for interview and no TA shall be payable.



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17. 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 at the NOIDA, UP where BCGCL office is located and the Courts / Tribunals / Forums (Jurisdiction Courts) at NOIDA, UP shall have sole and exclusive jurisdiction.
18. Applications which are incomplete in any detail, not legible or without all the required enclosures or received after the last date for receipt of applications will be rejected and no correspondence on this will be entertained.
19. Canvassing in any form will be a disqualification.
20. No correspondence will be entertained from candidates not invited/shortlisted for interview.
21. Please visit BCGCL website for any important information regarding the advertisement including corrigendum, if any.

Important Dates:

1	Commencement of online submission of applications	18 th August, 2026
2	Closing of online submission of applications	8 th Sept ,2026
3	Last date of receipt of downloaded Application form and self-attested copies of relevant documents by post	15 th Sept, 2026
4	Last date of receipt of downloaded Application form and self-attested copies of relevant documents by Post from far flung areas*	22 th Sept, 2026

*far flung areas include Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim, Tripura, and Meghalaya, Andaman & Nicobar Islands, Lakshadweep, Ladakh, Jammu & Kashmir