



HINDUSTAN URVARAK & RASAYAN LIMITED
A JV OF IOCL, NTPC, CIL, FCIL & HFCL

Advt. No.: E/04/2026

Date: 05.08.2026

Hindustan Urvarak & Rasayan Limited (HURL) is a joint venture company incorporated by Indian Oil Corporation Limited (IOCL), NTPC Limited (NTPC), Coal India Limited (CIL) with Fertilizer Corporation of India Limited (FCIL) and Hindustan Fertilizer Corporation Limited (HFCL) with a prime objective to establish and operate state of the art environment friendly and energy efficient Natural Gas based Fertilizer Complexes (Ammonia-Urea) of 2200 MTPD Ammonia and 3850 MTPD Urea (1.27 MMTPA neem coated urea) at Gorakhpur (Uttar Pradesh), Sindri (Jharkhand) & Barauni (Bihar), and simultaneously market their products, thus spurring economic growth.

HURL needs dynamic, hard-working & talented professionals as under:

Employment Type:

A. Executive Cadre-

S. No.	Positions	Discipline	Upper Age Limit (years)	No. of vacancy	Minimum Educational Qualification	Job Description / Work Experience	Post Qualification Minimum Years of Work Exp. Required
1	Engineer	Process Engineering	30	05	Full-time regular Engineering Degree in Chemical/ Chemical Technology with minimum of 60% marks.	Experience in Ammonia-Urea fertilizers Industry. The Candidate conversant with DCS, ESD system and troubleshooting will be preferred. Knowledge of Process- related standards and working experience of Process engineering software packages.	02
	Senior Engineer		32				04
2	Engineer	O&U	30	05	Full-time regular Engineering Degree in Chemical/ Chemical Technology/Mechanical with minimum of 60% marks.	Experience in Operations of Offsite & Utilities in fertilizers Industry/ Petrochemical/refinery or commissioning of Original Equipment Manufacturer (OEM) in fertilizer & petroleum industry. Candidate conversant with DCS, ESD system will be preferred.	02
	Senior Engineer		32				04
3	Engineer	Ammonia	30	03	Full-time regular Engineering Degree in Chemical / Chemical Technology with a minimum of 60 % marks.	Experience in Ammonia- Urea fertilizers Industry related in Ammonia plant operation. The candidate conversant with DCS, ESD system and troubleshooting will be preferred.	02
	Senior Engineer		32				04
4	Engineer	Urea	30	05	Full-time regular Engineering Degree in Chemical/ Chemical Technology with minimum of 60 % marks.	Experience in Ammonia-Urea fertilizers Industry related in Urea plant operation. The Candidate should be conversant with DCS, ESD system and troubleshooting in continuous process plants will be preferred.	02
	Senior Engineer		32				04

5	Engineer	Electrical	30	02	Full-time regular Engineering Degree in Electrical with minimum of 60% marks.	Experience in maintenance and troubleshooting of HT & LT power distribution system, HT synchronous and Induction motors, large transformers, protection systems etc in continuous operating plants / Ammonia-Urea plant / petroleum refinery / power plant / petrochemical.	02			
	Senior Engineer		32				04			
6	Engineer	Mechanical	30	02	Full-time regular Engineering Degree in Mechanical with minimum of 60% marks.	Experience in maintenance and troubleshooting of Rotating Machines, static equipment's, Centrifugal Compressor, Steam/Gas turbine, piping Networks etc. in Ammonia- Urea Fertilizer industry / petrochemical plant/ petroleum refinery. Candidates conversant with latest maintenance practices, lining up of maintenance contracts, spares procurement, budgeting etc.	02			
	Senior Engineer		32				04			
7	Senior Engineer	IT (SAP FICO module)	32	01	Fulltime regular Engineering Degree in Computer Science / Information Technology with minimum 60% marks.	Experienced in SAP FICO module with expertise in SAP Financial Accounting (FI) and Controlling (CO) modules, including implementation, configuration, support, and process optimization. Skilled in analyzing business requirements and delivering solutions across General Ledger, Accounts Payable, Accounts Receivable, Asset Accounting, Cost Center Accounting, Internal Orders, and Profit Center Accounting. Strong understanding of financial accounting, management accounting, GST compliance, taxation, reporting, and month-end/year-end closing activities. Experienced in system integration, testing, user training, production support, and continuous improvements. Contributed to SAP S/4 HANA migration, upgrades, and transformation projects while ensuring efficient financial processes and regulatory compliance. SAP FICO Certification will be preferred. Experience in manufacturing, fertilizer, process industry, PSU or Large Enterprise environments will be an added advantage.	04			
	Assistant Manager		35				07			
	Senior Engineer	IT (SAP MM module)	32	01			Experienced SAP MM module with expertise in SAP S/4 HANA implementation, rollout, support, enhancements, and upgrades. Strong proficiency in Procure-to-Pay (P2P), procurement, inventory management, material and vendor master data, release strategies, stock transport orders, and service procurement. Skilled in business requirement analysis, SAP MM configuration, API integration, integration with cross functional modules, system testing, Fiori, user training, production support, process optimization, and documentation. Experience in SAP S/4HANA migration and transformation projects is essential. SAP MM certification will be preferred. Prior experience in manufacturing, process industries, fertilizers, process industry, PSUs, or large enterprise environments will be an added advantage.	04		
	Assistant Manager		35					07		

	Senior Engineer		32			Experienced in SAP SD module with expertise in implementation, support, rollout, and enhancement projects. Skilled in designing, configuring, and supporting end-to-end Order-to-Cash (O2C) processes, including inquiry-to cash, pricing, billing, credit management, customer master data, and GST compliance. Strong experience in analysing business requirements and delivering SAP SD solutions aligned with business objectives. Proficient in integrating SAP SD with FI, MM, PP, CRM, and WM/EWM modules. Hands-on experience in system testing, user training, production support, process optimization, and documentation. Contributed to SAP S/4HANA implementation, migration, upgrade, and transformation projects, ensuring seamless business processes and successful project delivery. SAP SD Certification will be preferred. Experience in manufacturing, fertilizer, PSU, process industry, or large enterprise environments will be an added advantage.	04
	Assistant Manager	IT (SAP SD module)	35	01	Fulltime regular Engineering Degree in Computer Science / Information Technology with minimum 60% marks.		07
8	Officer	Human Resource	30	05	Full-time regular MBA/ MSW/Integrated 5 years MBA/ Post Graduate Degree or Diploma of minimum 02 years duration in HRM or Personnel Management or Personnel Management & Industrial Relations from a recognized University / Institute with minimum 60 % marks. Degree in Law (LLB) is desirable.	Post qualification experience in various functions of HR Department such as Establishment / HR operations / Compliance / Labour welfare / Industrial Relations / office administration and facilities management / travel and vehicle management / managing HRMS, HRIS and/or SAP / payroll and compliance related activities of any Government/ Public Sector/ Autonomous Body/Private Organization.	02
	Senior Officer		32				04
9	Officer	Marketing	30	03	B.Sc. (Agri) with M.Sc. in agriculture with minimum 60% marks or BSc. (Agri)/ B Tech in any discipline with full time MBA/PGDBM (minimum marks) 60% in (Marketing/ Agribusiness Marketing/Rural Management) recognized UGC/AICTE.	Marketing experience in sale of Agri Inputs Fertilizers, organic/Bio- Fertilizers, Agrochemicals, Seeds in the rural market in selling products crop care (Pesticides/Bio pesticides/ Plant Growth Promoters) International Marketing/ Fertilizers Imports, Soil and water analysis, Handling Soil testing Equipments including Atomic Absorption Spectrophotometer, Laboratory Research of agriculture.	02
	Senior Officer		32				04

B. Fixed Term Contract (FTC) Basis

S. No.	Positions	Discipline	Upper Age Limit (years)	No. of vacancy	Minimum Educational Qualification	Job Description / Work Experience	Post Qualification Minimum Years of Work Exp. Required
1	Deputy Manager	Medical	47	02	MBBS degree recognized from Medical Council of India with Certificate of training in Industrial Health of minimum 3 months approved by DG FASLI in accordance with guidelines or MBBS degree recognized from Medical Council of India with Certificate of training in Industrial Health of minimum three months duration. Recognized by the State Government or MBBS degree recognized from Medical Council of India with diploma in Industrial Health.	Post qualification Experience in medical Institute/Industrial Establishment	09
	Assistant Manager		45				07
	Officer		35				05

C. Non-Executive Cadre

S. No.	Positions	Discipline	Upper Age Limit (years)	No. of vacancy	Minimum Educational Qualification	Job Description / Work Experience	Post Qualification Minimum Years of Work Exp. Required
1	Jr Engineer Assistant (II) – Grade 2	O&U	30	06	Three Years Full Time Diploma in Chemical / Chemical Technology / Mechanical or B. Sc (03 years full time degree) in Physics, Chemistry and Maths (PCM) with minimum of 50% marks.	The candidate should have experience in Operations comprising of field activity and troubleshooting in O&U plant of Fertilizer/petrochemical/refinery /steel & Power industry.	05
2.	Jr Engineer Assistant (II) – Grade 2	Ammonia	30	07	Three Years Full Time Diploma in Chemical / Chemical Technology or B. Sc (03 years full time degree) in Physics, Chemistry and Maths (PCM) with minimum of 50% marks.	The candidate should have experience in Operations comprising of field activity and troubleshooting in Ammonia plant of fertilizer complex	05
3.	Jr Engineer Assistant (II) – Grade 2	Urea	30	03	Three Years Full Time Diploma in Chemical / Chemical Technology or B. Sc (03 years full time degree) in Physics, Chemistry and Maths (PCM) with minimum of 50% marks.	The candidate should have experience in Operations comprising of field activity and troubleshooting in Urea plant of fertilizer complex	05
4.	Jr Engineer Assistant (II) – Grade 2	Urea Plant Handling (UPH) Operations	30	08	Three years full time diploma in Mechanical / Chemical with minimum of 50 % marks.	The candidate should have experience in operation of product/material handling in operations of any product/material handling plant in Fertilizer industry.	05
5.	Jr Engineer Assistant (II) – Grade 2	Instrumentation	30	12	Three-year full-time Diploma in Instrumentation or Instrumentation & Control or Electronics & Instrumentation or Electronics Instrumentation & Control or Industrial Instrumentation or Process Control Instrumentation or Applied Electronics & Instrumentation or Electronics & Communication or Electronics & Control Engineering with minimum of 50% marks.	The candidate should have instrumentation maintenance experience in Fertilizer industry / chemical plant / Petrochemical / Refinery.	05
6.	Jr Engineer Assistant (II) – Grade 2	Quality Assurance & Inspection (Mechanical)	30	07	Three years full time diploma in Mechanical with minimum of 50% marks.	The candidate should have experience in QA/QC activities during maintenance: weld fit up inspection, DPT, RT review, PWHT monitoring. Experienced in execution & coordinating of NDT activities. Should be well versed with visual inspection, thickness, hardness, temperature measurement and refractory monitoring. Experienced in conditioning monitoring of rotary, static equipment, piping in Fertilizer industry / chemical plant / Petrochemical / Refinery.	05

A. Instructions

1. All qualifications should be from an Indian university/ Institute recognized by AICTE/ UGC or appropriate statutory authority. In case of qualifications acquired from foreign Universities/Institutes, the candidate shall be required to produce an equivalence certificate for such qualifications. The corresponding equivalent Indian qualification shall be recognized by AICTE/Appropriate Statutory Authority.

2. Qualifying Degree/Diploma should be full time and regular.

3. The detailed job-description for each position can be seen on the on-line application portal. Job description for each position is to be read in conjunction with the contents of the Advertisement.

4. Wherever CGPA/OGPA/DGPA or Letter Grade in a degree is awarded; equivalent percentage of marks should be indicated in the application form as per norms adopted by University/Institute. The documentary proof in support of the same must be submitted at the time of verification. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 – point scale

5. For calculation of percentage in the qualifying degree, the guidelines given by university/College will be used. In case there are no such guidelines or documentary proof for the same, then the marks obtained in all the semesters will be used to calculate the final percentage.

6. The candidate has to produce letter a letter from institute / university on specialization in Post Graduation degree if not mentioned in Marksheet/Degree.

7. In case of any discrepancy/ change in nomenclature of Age/qualification/ discipline, HURL shall have the discretion in deciding on equivalence based on subjects studied, duration, submission of certification from University/College etc. and the decision of HURL shall be treated final and binding.

8. The detailed job-description for each position can be seen on the website www.hurl.net.in. Job description for each position is to be read in conjunction with the contents of the Advertisement.

9. Work experience should be after acquiring relevant educational qualifications and should be in- line/relevant executive experience i.e. the candidate's work experience as a Management Trainee/ Graduate Engineer Trainee would be counted only in case he/she is regularized in the same company. Teaching/ lectureship, Part-time jobs, apprenticeship, internship and articleship, Freelance will not be considered for calculating work experience.

10. For executive experience of E2 and above, only executive experience will be considered.

11. The candidates, who are working in PSUs/ Govt. Organisation, need to submit NOC from their present employer/HOD of the department. In case, due to administrative reason, candidate is getting difficulty in producing NOC, such candidates are required to submit a notarised affidavit clearly mentioning that "no vigilance/disciplinary case is pending against them".

12. The company can transfer/ post to any department as per the requirement after the joining of candidates.

B. Physical Fitness:

Appointment of selected candidates will be subject to their being found medically fit in the Medical Examination to be conducted as per HURL Rules and Standards of Medical Fitness for the relevant post.

C. Nature & Period of Engagement:

1. **Executive/Non – Executive-** Selected candidates for regular positions in Executive and Non-Executive cadre will be appointed on probation basis for a period of 1 year. Candidates will be required to get satisfactory performance rating for confirmation of their services at the end of the probation period. Those who fail to achieve so, their probation period may be extended and further action will be taken in accordance with the policy of the Company.
2. **FTC** - The period of contract shall be 3 years initially which can be extended based on requirement and performance of individual at the discretion of management further of 2 years. FTC engagement is purely on fixed tenure basis and it is not against any permanent vacancy. This placement will not entitle any candidate to claim for regular/permanent employment in the company.
3. The above advertised vacancies are against anticipated future attrition. However, offer letters shall be issued strictly against actual vacancies available and in order of merit from the approved panel during the validity period of **six months**. Post validity period the panel shall be scrapped. The monthly updated status will be updated on website.

Remuneration

HURL offers an attractive and one of the best in the industry compensation package, pay and perks to its employees. An indicative average pay drawn is as follows:

A. Executive Cadre/ Non – Executive Cadre

Sr. No	Cadre	Grade	Designation	Pay Scale	Approximate CTC (in Rupees)
1	Executive	E-2	Assistant Manager	50000 - 160000	18.40 LPA
2.		E-1A	Senior Engineer/Sr. Officer	45000-150000	16.40 LPA
3.		E-1	Engineer/Officer	40000-140000	14.60 LPA
4.	Non - Executive	L0	Jr Engg. Asst (II) – Grade 2	25000-86400	08.40 LPA

B. Fixed Term Contract (FTC) basis

Sr. No	Designation	Pay Scale	Approximate CTC (in Rupees)
1.	Officer	40000-140000	12.60 LPA
2.	Assistant Manager	50000-160000	15.80 LPA
3.	Dy. Manager	60000-180000	19.00 LPA

The position carries attractive perquisites which includes Perks & Allowances, HRA based on place of posting as per GOI Notification, Group Personnel Accidents Insurance etc. as per company policy.

1. The company provides medical insurance cover to its employees and dependent family members over and above CTC.
2. Approx CTC is inclusive of PRP, the candidate shall also be eligible for Performance Related Pay only for employees in Executive & Non-Executive cadre, which shall be based on company's performance, Unit Performance & Individual performance.
3. Candidates working in PSU/ Govt (Central/State)/JV should have worked in one level next below payscale for two years and their pay will be protected as per DPE guidelines subject to submission of NOC at the time of interview. However, the candidates working in private sector

are required to comply with the CTC mentioned in the below table.

Sr. No	Post to be applied (Regular Post- Executive Cadre)	For candidate working in PSU /Govt (Central/State) /JV Below Pay Scale	CTC structure for Candidates working in private sector (LPA)
1.	Assistant Manager*	40000 - 120000	INR 11.15
2.	Senior Engineer/Sr. Officer	40000-140000	INR 11.15
3.	Engineer/Officer	30000-120000	INR 8.36

*Candidates applying for the post of Assistant Manager shall be working in below payscale for four years as mentioned in above table.

It is compulsory for candidates to submit CTC details/salary slips at the time of submission of application form. In case candidates fails to submit their CTC/salary slips details will be summarily rejected. However, the same shall be verified at the time of interview.

How to apply, General Information and Instruction

1. The Applications should be submitted ONLINE on the website: <https://www.hurl.net.in/careers/> or HURL Career section. Applications sent other than the prescribed mode will stand rejected. The candidate will be required to register before applying.
2. Depending upon the number of applications, HURL reserves the right to suitably revise upward the eligibility criteria or limit the number of applications to be called for a particular post based on marks obtained in Graduation/ Post Graduation/Diploma/number of years of experience in the relevant area/ relevant additional qualification etc. In case of receipt of a large number of applications for any particular post, Management reserves the right to conduct interviews or screening tests or written tests or trade tests or skill test etc. as deemed fit.
3. The selection for the post of Non - Executive will be done through Trade / Skill / Written test or any other suitable mode.
4. Only Indian Nationals are eligible to apply.
5. The candidate should upload a photograph and signature as per the specified size.
6. The cut-off date for determining age limit and post-qualification experience will be as on **30.06.2026**
7. All essentials' qualifications must be from UGC recognized Indian University / UGC recognized Indian Deemed University or AICTE approved Autonomous Indian Institutions/ concerned statutory council (wherever applicable). Candidates having Qualifications through Distance Learning mode are not eligible.
8. The candidate should ensure that he/she fulfils the eligibility criteria and other norms mentioned in this advertisement.
9. No modifications are allowed after the candidate submits the application form. If any discrepancies are found in the data filled by the candidate and that of the original testimonies, the candidature of such candidates is liable to be rejected. Hence, utmost care should be taken to furnish correct details before submitting the application.
10. The candidates must have an active E-mail ID and mobile number which must remain valid for at least the next one year. All future communications with the candidates will take place only through e mail. Candidates have to ensure the accuracy of their e-mail ID & Mobile number. No change in E-mail Id & Mobile number as declared in the application will be allowed.
11. Before filling application online, candidates should keep ready scanned copy of:
 - i. Passport size photograph & signature in jpg/jpeg format (Maximum size limit -1 MB)

- II. All necessary Passing Certificates and Mark Sheets of essential educational qualifications which makes you eligible for the post and other qualifications, if any.
- III. All Post Qualification Experience Certificates mentioning the nature of the job handled, if applicable (including from present employer) indicating clearly the date of joining and relieving of the posts (e.g. Offer/Appointment letter, Experience Certificate, Last 3 months pay slip on company's letter head, joining/Relieving order etc. (Max Size 500 KB)
- **Incomplete application and application submitted with blur/ fade document proof will be summarily rejected.**
12. No correspondence will be entertained for non – calling of candidates for any of the selection process or for non– selection. The decision of HURL in this regard will be final and binding on all the candidates.
13. The result of selection process will be only displayed on website: www.hurl.net.in under the head 'career' and candidates are advised to visit the website from time to time.
14. Application registered without/ incomplete documents in support of eligibility criteria shall be summarily rejected. Applications in which the essential qualification or eligibility w.r.t specification cannot be fully ascertained will be liable for rejection. Hence, candidates are advised to properly fill the application and provide necessary documents. Subsequent claim for eligibility will not be entertained.
15. Candidates are required to possess a valid e-mail ID. HURL will not be responsible for bouncing back of any e-mail sent to the candidates.
16. The candidates applying should ensure that they fulfill all eligibility conditions. Their admission at all stages is purely provisional.
17. Verification of all documents shall be made with the original certificates/issuing organizations at any stage. The candidature of a candidate shall be cancelled at any point of time if the candidate is found not meeting the advertised eligibility criteria/ or has submitted wrong/false information.
18. The prescribed qualifications / experience constitutes minimum standards and mere possession of the same will not entitle a candidate for being called for written test/ interview. HURL reserves the right to raise such minimum eligibility standards. Management of HURL also reserves the right to fill or not to fill all or any of the notified positions without assigning any reason thereof. Only shortlisted candidates who are found apparently eligible based on the notified specifications and the declaration made by candidate in his/her application form will be called for Written Test / GD / Interview, as the case may be. HURL reserves the right to raise the minimum eligibility standards.
19. Depending on the requirement, the company reserves the right to cancel / restrict / curtail/ enhance the number of vacancies, if need so arises, without any further notice and without assigning any reason thereof.
20. Candidates should submit only one application for one position only and application once submitted cannot be altered.
21. Canvassing by a candidate in any form at any stage of the selection process shall disqualify his/her candidature.
22. Any dispute with regard to recruitment against this advertisement will be settled within the jurisdiction of Delhi only.
23. Candidature is liable to be rejected at any stage of recruitment/ selection process without any notice or if joined services are liable to be terminated, if any information provided by the candidate is not found in conformity with the eligibility criteria notified or HURL comes across any evidence/ knowledge, that the qualification/ experience/ any other particulars indicated in application/ personal resume/ other forms/ formats are not recognized/ false/ misleading and/ or amounts to suppression of information/ particulars which should have been brought to the notice of HURL or that the candidate has been shortlisted for next stage in the process/ has secured employment in HURL through any unfair means.
24. HURL reserves the right to post the selected candidates at any of the locations/sites of HURL as per the requirement of the company.

25. HURL reserves its right to reject any application, if is reasonably satisfied from the documents and information furnished by the candidate that he/she is not earnest towards the employment and does not hold sound professional character depending on his/her past experience with previous organization(s)/employer(s).
26. Decision of HURL management in all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, such eligible candidates will be required to produce the documents for the purpose of the interview assessment & at the time of joining (in case they are selected). No correspondence or personal enquires shall be entertained by HURL in this regard.
27. In order to restrict the number of candidates to be called for interview, if required HURL reserves the right to conduct shortlisting/online screening/selection test or to raise the minimum eligibility standards/criteria, as per requirement.
28. For Internal employees of HURL, it is mandatory to complete at least 2 years in the immediate next below positions as on cutoff date. The employees working at L0 level are eligible to apply for E1/E0 grade in line with HURL policy, subject to fulfilling of criteria & terms and conditions of advertisement. Before applying in online mode, the internal candidate must take prior permission failing which their application will be rejected.
29. HURL reserves the right to cancel the recruitment process at any stage.
30. Any Corrigendum related to this advertisement shall be displayed in the career section of the company website.
31. The candidates who were selected in last one year and did not join/declined the offer, need not apply this time and will not be considered for future process of recruitment.
32. In case it is detected that a candidate does not fulfill any of the advertised eligibility criteria or has given false declaration or suppressed any material fact or information having any bearing on his candidature, he/she shall render himself/herself ineligible for consideration at any stage of selection and for termination at any time during employment, if recruited. If any in case of such cases.
33. The decision of HURL's Management in all matters relating to eligibility, acceptance or rejection of applications/candidatures, the penalty for false information, mode of selection, conduct of examination(s) and interviews, selection and posting of selected candidates will be final and binding on the candidates and no enquiry/ correspondence will be entertained in this regard.
34. Management reserves the right to increase/decrease vacancies as per the requirement.

Communication with HURL

Any information regarding this recruitment process would be made available on the e-mail address provided by the candidate and/or shall be uploaded on HURL website. Candidates are advised to periodically check the site for further updates.

Important Dates

S. No	Particular	Date
1	Start date of submitting application	05/08/2026
2	Last date of submitting application	26/08/2026
3	Cut-off date for calculating Age & Experience	30/06/2026

FOR ABOVE POSTS ON-LINE REGISTRATION OPENS ON 05/08/2026 (01:00 P.M) AND CLOSSES ON 26/08/2026 (5:00 P.M).

HURL does not assume any responsibility for the candidates not being able to submit their applications within the last day / time.