



Ref: ICVL/HR/MD&CEO/2019/2

Date: 11th December, 2019

INTERNAL CIRCULAR

International Coal Ventures Pvt. Limited

**Requires competent personnel for the post of “Managing Director & “Chief Executive Officer”
(MD & CEO), ICVL Mozambique**

International Coal Ventures (P) Limited (ICVL) has been set up by the Government of India as a Joint Venture Company of Steel Authority of India Limited (SAIL), Rashtriya Ispat Nigam Limited (RINL), NMDC Limited, Coal India limited (CIL) and NTPC Limited with the objective of acquisition of coal mines and assets in overseas territories to secure coal supplies for the promoter companies on a long term basis.

ICVL owns one operating coal mine and two green-field coal concessions/ assets located in the Tete Province of Mozambique. Benga is the operating coal mine, with a capacity to process 5.3 Mtpa RoM coal. Production at Benga Mine (Minas de Benga Lda – MBL) at the Tete province of Mozambique in Africa has already commenced. Process to start the green field mines at Zambeze and Tete East is underway.

Applications are invited from interested serving executives/ retired employees of SAIL, RINL, NMDC Ltd, CIL & NTPC Ltd for the post Managing Director & Chief Executive Officer (MD & CEO), ICVL-Mozambique. MD & CEO to be selected, should have proven track record, demonstrated capability and have relevant experience of working in mining/ production areas.

The eligibility criteria and job description for the post is enclosed at *Annexure 1*.

SELECTION AND TERMS OF ENGAGEMENT:

The applicants found eligible for the position will be called for an interview. The interview will be held at Ispat Bhawan, Lodhi Road, New Delhi on a suitable date which shall be intimated to the eligible candidates. The selected executive would be posted at Mozambique on deputation basis as per the rules & regulation of his/her parent company. The terms and conditions of appointment of serving executives of SAIL, RINL, NMDC Ltd, CIL & NTPC Ltd are enclosed at *Annexure 3*. The terms and conditions of appointment of retired employees of SAIL, RINL, NMDC Ltd, CIL & NTPC Ltd are enclosed at *Annexure 4*.

HOW TO APPLY:

The interested and eligible serving executives/ retired employees of SAIL, RINL, NMDC, CIL and NTPC may send their applications, in the format enclosed at *Annexure 2*. Candidates are advised to send advance copies of their applications to icvlrecruitment@gmail.com latest by 17:00 hrs on 14th January, 2020. Serving Executives should also send their applications through proper channel to DGM, ICVL, 1st Floor, Ispat Bhawan, Lodhi Road, New Delhi-110003. For serving employees, only applications received through proper channel will be considered for further selection procedure. Retired employees are advised to send hard copies of their applications to DGM, ICVL, 1st Floor, Ispat Bhawan, Lodhi Road, New Delhi-110003 in addition to the advance copies sent through mail latest by 17:00 hrs on 14th January, 2020.

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(Annexure 1)

Eligibility Criteria and Job Description

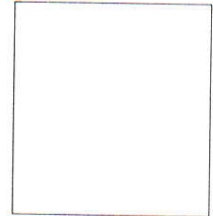
Item	Description
Post	Managing Director & Chief Executive Officer (MD & CEO), ICVL Mozambique
Responsibility	<p>1. Overall in-charge of ICVL Mozambique i.e. managing current operations at Benga mine and exploration & development of other green-field coal assets.</p> <p>2. Identify strategies for growth, leverage the finances, management of HR and sales, ensure compliance with rules and regulations in Mozambique, manage the risks across the organization and interact with Mozambique government & other agencies.</p>
Reporting	Chairman, ICVL
Tenure	Initially for two years
Eligibility	<p>1. Qualification: The applicant should be an Engineering Graduate preferably in Mining, holding BE/ B. Tech degree or equivalent with a good academic record from a recognized University.</p> <p>Applicants with MBA/ Post Graduate Diploma qualifications will have an added advantage.</p> <p>2. Experience: Serving executives/ Retired employees of SAIL, RINL, NMDC, CIL and NTPC in the grades E-8 with minimum 3 years of experience or E-9 and above. Grade shall be in line with SAIL/RINL pay scales (pre-revised).</p> <p>Candidates should have proven experience in technical/ operational/ mining areas.</p> <p>Candidates with coal mining and washery experience will be given preference.</p> <p>3. Age: Should not exceed 61 years of age as on <u>(last date of receipt of application as per circular issued i.e. 14.01.2020).</u></p>

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APPLICATION FORMAT

POST APPLIED FOR: _____

Passport size self-attested photograph



Name(S/Shri)	
DOB & Age as on 14 th January 2020	
Gender	
Category {Gen/SC/ST/OBC(NCL)}	
Present/ At Retirement Organisation	
Company's personal number/ Employee number : Present/ At Retirement	
Grade & pay scale – Present/ At Retirement	
Present/ At Retirement grade entry date	
Qualification	
Mobile No.	
Email id	
Passport No and validity date	
Present postal address	
Relevant post qualification experience along with number of years	
Details of training undergone	

Note:

- Separate sheet can be used to submit details of training and post qualification experience
- Self-attested copies of certificate in support of qualification, age, experience, training etc to be enclosed along with the application



Signature:
Place:
Date:

**Terms & Conditions of deputation to Mozambique for Post of
Managing Director & Chief Executive Officer (MD& CEO), ICVL Mozambique**

(For serving candidates)

1. Consolidated salary paid shall be US\$ 13,000/ month.
2. **Tenure** – The period of deputation/contract shall be initially for a period of two years from the date of release from the parent company or up to the date to which the residence permit is granted by the Government of Mozambique or the date of superannuation in parent company, which-ever is earlier. Release from the parent company shall be done one day before start of travel to Mozambique.
3. **Reporting** – MD & CEO, ICVL Mozambique shall report to Chairman, ICVL.
4. No salary shall be paid by the parent company during the deputation.
5. Air tickets (business class fare) for joining in Mozambique shall be arranged by ICVL-Delhi on behalf of ICVL Mozambique.
6. MD & CEO, ICVL Mozambique shall be provided Company's one room furnished accommodation in Mozambique. However, the employee may retain the accommodation provided by parent company at the last place of posting. Deductions on account of concessional house rent, electricity, telephone bills etc. for retained accommodation in India, at rates applicable to employees, shall be deducted from their pay by ICVL Mozambique and credited to the parent company. No House Rent Allowance (HRA) shall be reimbursed.
7. Conveyance from place of stay to place of work in Mozambique will be provided by the Company.
8. Leaves during the period of deputation will include National Holidays, Annual Leave (10 during first year of service and 18 for second year of service) and Rest & Recuperation leave of 14 days + 3 days travel time along with return airfare twice in a calendar year.
9. Encashment of Annual Leaves shall be as per law of Mozambique.
10. EL and HPL accumulated in the parent company shall remain intact. No addition or subtraction shall be made to these leaves during the period of deputation.
11. Education facility in parent company schools as per rules will continue in India for the employee's children. The fees of such education during the period of deputation shall be reimbursed by ICVL on behalf of ICVL Mozambique.
12. Medical insurance will be provided in Mozambique. Medical facility as per parent company rules will continue in India for the employee's family and self when in India. The cost of such medical treatment during the period of deputation shall be reimbursed by ICVL Mozambique.
13. All other deductions including employee's contribution to Provident Fund, Pension etc. at rates applicable on employee's notional Indian pay, will be deducted from the employee's

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salary in Mozambique by ICVL Mozambique and credited to the parent company. ICVL Mozambique will reimburse the employer's contribution to the parent company for the period of deputation at the rates applicable on the employee's notional Indian pay.

14. Employee will be considered for promotion in the parent company; however, promotion would be effective only on rejoining back in the parent company.
15. In case of resignation or in case of termination of his/her appointment by ICVL, servicing of 30 days notice is mandatory in either case.
16. Employment shall be governed by the contract entered into with ICVL Mozambique.
17. The employee will continue to be governed by the parent company CDA Rules during the period of deputation and there will be no change in the authorities prescribed in such CDA Rules.
18. Annual Performance of the employee during the period of deputation shall be appraised by Chairman, ICVL.
19. Managing Director & CEO shall be stationed at head office in Maputo, Mozambique (with at least two weeks per month in Tete, may not be in continuation). Company shall bear his/her travel expenditures (business class fare) during his/her visit to India on R&R and travel (business class fare) and accommodation expenditure during his official tour to India.

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Terms & Conditions of appointment in Mozambique for Post of Managing Director and Chief Executive Officer (MD & CEO), ICVL Mozambique

(For Retired employees of SAIL, RINL, NMDC, CIL & NTPC)

1. Consolidated salary paid shall be US\$ 13000/ month.
2. **Tenure** – The period of deputation/contract shall be for two years from the date of joining in Mozambique. Salary shall be payable from the date of joining in Mozambique.
3. **Reporting** – MD & CEO, ICVL Mozambique shall report to Chairman, ICVL.
4. Air tickets (business class fare) for joining in Mozambique shall be arranged by ICVL-Delhi on behalf of ICVL Mozambique.
5. MD & CEO, ICVL Mozambique shall be provided Company's one room furnished accommodation at Mozambique.
6. Conveyance from place of stay to place of work in Mozambique will be provided by the Company.
7. Leaves during the period of deputation will include National Holidays, Annual Leave (10 during first year of service and 18 for second year of service) and Rest & Recuperation leave of 14 days + 3 days travel time along with return airfare twice in a calendar year.
8. Encashment of Annual Leave shall be as per law of Mozambique.
9. Medical insurance shall be provided by ICVL.
10. Employment shall be governed by the contract entered into with ICVL Mozambique.
11. Annual Performance of the employee during the period of deputation shall be appraised by Chairman, ICVL.
12. Managing Director & CEO shall be stationed at head office in Maputo, Mozambique (with at least two weeks per month in Tete, may not be in continuation). Company shall bear his/her travel expenditures (business class fare) during his/her visit to India on R&R and travel (business class fare) and accommodation expenditure during his official tour to India.
13. In case of resignation or termination by the Company, servicing of 30 days clear notice is mandatory in either case.

Adm