

HINDUSTAN PAPER CORPORATION LIMITED

[A Government of India Enterprise]

75-C Park Street, Kolkata – 700 016

Hindustan Paper Corporation Limited (HPC), a Schedule-A Miniratna Category-I CPSE, with its Headquarters at Kolkata and 4 manufacturing units – two directly managed mills in Assam and one each in Kerala and Nagaland managed through Subsidiaries – with an annual installed capacity of 2 lakh tones of writing and printing paper and 1 lakh tonne of newsprint and a sales turnover of over Rs.1000 crore with personnel strength of about 4000, is currently undertaking expansion, diversification, modernization and upgradation exercises at its existing manufacturing facilities besides venturing into greenfield project through a Subsidiary. HPC is on the look out for professionals with proven managerial prowess and leadership qualities as

1. CHIEF EXECUTIVES for Mills in the North Eastern Region

The incumbent will be head of the mill and responsible for the input planning, procurement and optimum utilization of the plant, supervising all functional areas. The position calls for high degree of result orientation and proven administrative abilities.

Age – 45-55 years as on 1.1.2010

Qualification & Experience - The prospective incumbent should be Graduate in Chemical/Electrical / Mechanical Engineering / Pulp & Paper Technology, preferably with Post Graduation in Management and good academic credentials from a recognized university / institute with at least 20 years versatile experience out of which 5 years in senior management position with adequate exposure to functioning of large integrated pulp & paper industry based on forest raw materials and/or other similar process industry and implementation of major projects.

Compensation : The post carries the pay scale of Rs.51300-73000 with Industrial DA and fixed component CTC would be around Rs.15 lakh per annum at the minimum of the scale.

2. GENERAL MANAGER (Marketing)

The incumbent, being the head of the Marketing Department of the Company, will assume responsibility to lead a team of professionals for augmenting sales turnover through efficient functioning of Sales Offices located at different part of the country. He is responsible for conceiving and executing marketing strategies, development of distribution channels, sales realization, etc. The job will necessitate close interaction with the Mills, coordination of production planning and effective utilization of market intelligence channels.

Qualification & Experience: The prospective incumbent should be a Post Graduate in Business Management with specialization in Marketing with at least 15 years post-qualification experience including 10 years in responsible position in Marketing of paper/newsprint in an organization of repute.

3. GENERAL MANAGER (Internal Audit)

The incumbent being the Head of the Internal Audit Department of the Company requires to lead a team of professionals. His main role and responsibilities include inter-alia regular monitoring the authenticity of the financial statements, developing and implementing policies on audit oversight, report to higher authorities regarding financial performance, review internal financial controls, monitor and review the effectiveness of the company's internal audit functions and coordinate with Mills and Subsidiaries on internal audit.

Qualification & Experience: The prospective incumbent should be a Chartered / Cost Accountant / Member of an established Accounts Service with at least 15 years post-qualification experience including 10 years in a responsible position in Finance / Internal Audit Department of a large organization of repute.

Compensation: The posts carry the pay scale of Rs.43200-66000 with Industrial DA and fixed component CTC would be around Rs.12 lakh per annum at the minimum of the scale.

Age – 40-50 years as on 1.1.2010

4. DEPUTY GENERAL MANAGER (Finance) – for Mills in the North Eastern Region

The incumbent being the Head of the Finance Department of the Mill, will be responsible for ensuring financial prudence, exercising budgetary control and leading revenue maximization and cost minimization initiatives.

Qualification & Experience: The prospective incumbent should be a Chartered / Cost Accountant / Member of an established Accounts Service with at least 12 years post-qualification experience including 8 years in a responsible position in Finance/Accounts Department of large organization of repute.

Compensation: The posts carry the pay scale of Rs.36600-62000 with Industrial DA and fixed component CTC would be around Rs.10 lakh per annum at the minimum of the scale.

Age – 35-45 years as on 1.1.2010

Other benefits include Performance Related Variable Pay as per DPE norms, Leave Travel Concession, Contributory Provident Fund, Gratuity, Medical facilities, Reimbursement of Conveyance expenses, Group Insurance, Company accommodation (subject to availability) or HRA as per Company's Rules.

General – The applicants from Public Sector Enterprises should have completed 4 years in the next below grade, i.e., for the post of

- **Chief Executive**, in the pay scale of Rs.43200-66000 (2007 pay structure) or Rs.18500-450-23900 (1997 pay structure).
- **General Manager**, in the pay scale of Rs.36600-62000. (2007 pay structure) or Rs.17500-22300 (1997 pay structure).
- **Dy. General Manager**, in the pay scale of Rs. Rs.32900-58000 (2007 pay structure) or Rs.16000-20800 (1997 pay structure).

Those from other organizations of comparable size/stature should have been working at appropriate management level.

Ample career advancement avenues exist for ace performers.

Age is relaxable for candidates belonging to SC/ST/OBC/PWD as per Gol directives.

Candidates fulfilling the prescribed qualification, experience, etc may send their resume along with copies of certificates of **proof of age, qualifications, experience, reservation category** and Demand Draft / Pay Order for **Rs.100/-** (Not applicable to SC/ST/PWD category) drawn in favour of **HINDUSTAN PAPER CORPORATION LIMITED** payable at **KOLKATA, to the General Manager (HR&ES), Hindustan Paper Corporation Limited by November 30, 2009.** Those from Govt/Semi-Govt / Public Sector organisations should apply through proper channel.

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- 1. CHIEF EXECUTIVES for Mills in the North Eastern Region**
- 2. GENERAL MANAGER (Marketing)**
- 3. GENERAL MANAGER (Internal Audit)**
- 4. DEPUTY GENERAL MANAGER (Finance) for Mills in the North Eastern Region**

The posts carry attractive compensation package. Ample career advancement avenues exist for ace performers.

For other details log on to www.hindpaper.in or www.hnlonline.com

Employment Notice No. 04/10/2009