



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

Advt. No: E/02/2026

Date: 09.02.2026

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

Sr. no	Positions	Discipline	Upper age limit (in years)	No. of vacancy	Minimum Educational Qualification	Job Description / Work Experience	Post qualification minimum years of work experience reqd
01	Officer	Marketing	30	06	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 60% marks) in (Marketing/Agri-Business Marketing/Rural Management) recognized by UGC/AICTE.	Marketing experience in sale of Agri Inputs Fertilizers, organic/Bio-Fertilizers, Agrochemicals, Seeds in the rural market in selling crop care products (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
02	Assistant Manager	Marketing	35	03			07

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03	Officer (Marketing)	Import & Export	30	01	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 60% marks) in (Marketing/Agri- Business Marketing/Rural Management) recognized by UGC/AICTE.	<p>1. Experience in handling bulk and/or containerized import/export consignments, including coordination with ports and logistics agencies.</p> <p>2. Working knowledge of SAP MM/SD Module and preparation of MIS/ management reports.</p> <p>3. Experience in verification and processing of Bill of Entry, Invoice, Packing List, Bill of Lading/AWB, Certificate of Origin, Insurance documents and LC-related documents.</p> <p>4. Experience/knowledge of freight contracts, demurrage/dispatch, laytime calculations and port operations.</p> <p>5. Knowledge of Incoterms (FOB, CFR, CIF, etc.) and foreign exchange mechanisms shall be desirable.</p> <p>Experience in International Marketing/ Fertilizers Imports. Preference will be given to those candidates having experience in Fertilizer industry/PSU.</p>	02
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B. Non Unionised Supervisors (NUS)

S. No.	Positions	Discipline	Upper Age Limit (in 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	Chemical (O&U)	30	05	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 be conversant with DCS, ESD system and troubleshooting in Ammonia / Urea / O&U plant.	05
2	Jr Engineer Assistant (II) – Grade 2	Urea Plant Handling (UPH) Operations	30	06	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

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3	Jr Engineer Assistant (II) – Grade 2	Quality Assurance & Inspection (Mechanical)	30	08	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
4	Jr Engineer Assistant (II) – Grade 2	Instrumentation	30	11	Three-year full-time Diploma in Instrumentation or Instrumentation & Control or Electronics & Instrumentation or Electronics Instrumentation & Control or Industrial Instrumentation or Process Control or 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

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

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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 will not be considered for calculating work experience.

10. For regular post 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:

Selected candidates for regular positions 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.

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:

Sr. No	Grade / Level	Designation	Pay Scale	Approximate CTC (in Rupees)
1.	E-1	Engineer/Officer	40000-140000	14.50 LPA
2.	E-2	Assistant Manager	50000-160000	18.10 LPA
3.	L0	Jr Engg Asst (II) – Grade 2	25000-86400	8.40 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.

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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 regular employees, 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, who apply for E-1 grade and above & working in private sector, are required to comply with the CTC mentioned in the below table.

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

*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://jobs.hurl.net.in/> or HURL Career sections. 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 NUS 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 **31.12.2025**
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

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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 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

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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 LO 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. Candidates must be working as on the cutoff date/at the time of interview.
32. 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.
33. 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.
34. 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.
35. 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.

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Important Dates

S. No	Particular	Date
1	Start date of submitting application	11/02/2026
2	Last date of submitting application	03/03/2026
3	Cut-off date for calculating Age & Experience	31/12/2025

FOR ABOVE POSTS ON-LINE REGISTRATION OPENS ON 11.02.2026 (01:00 P.M) AND CLOSES ON 03.03.2026 (5:00 P.M).

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