



हिल (इंडिया) लिमिटेड
(भारत सरकार का उपक्रम)
दूसरी मंज़िल, कोर - 6,
स्कोप कॉम्प्लेक्स,
7, लोधी रोड, नई दिल्ली - 110 003 भारत
वेबसाइट: www.hil.gov.in
ई-मेल - headoffice@hil.gov.in

HIL (India) Ltd.
(A Government of India Undertaking)
2nd Floor, Core - 6,
SCOPE Complex,
7, Lodhi Road,
New Delhi - 110 003 India.
Website: www.hil.gov.in
e-mail - headoffice@hil.gov.in

EMPLOYMENT NOTICE (Advertisement No. RECTT./HIL/2/2026)

1. ABOUT ORGANIZATION:

HIL (India) Limited formerly known as Hindustan Insecticides Limited (HIL), a Govt. of India Enterprise, under the Deptt. of Chemicals & Petrochemicals, Ministry of Chemicals & Fertilizers, Govt. of India, was incorporated in March, 1954 with the objective of supplying DDT for National Malaria Eradication Programme launched by the Government of India. Subsequently, the company diversified into agro pesticides to meet the requirements of agriculture sector and has grown manifold. Presently the company is also operating in agro inputs namely agro-chemicals, seeds and recently it ventured into fertilizers so that all the requirement of farming community can be met under one roof. HIL has widened its product profile of technical products & is also looking at development of alternatives to DDT. HIL (India) Ltd. has also developed technology for insecticidal treated nets which is currently being promoted by WHO as alternate vector control tool.

2. DETAIL OF VACANCIES:

HIL (India) Limited invites applications for the following posts on "Regular Basis" as per details below:

Sl. No.	Name of the Post	Cadre/ Pay level	Total	CATEGORY WISE VACANCIES									
				UR	EWS	OBC (NCL)		SC		ST		Horizontally reserved	
						Fresh	Backlog	Fresh	Backlog	Fresh	Backlog	PWD	Ex. Servicemen
REGULAR POSTS (FULL TIME)													
1.	Additional General Manager (Finance)	E-5	01	01	-	-	-	-	-	-	-	-	-
2.	Manager (Marketing)	E-2	05	02	-	-	01	-	01	-	01	-	-
3.	Manager (Finance)	E-2	01	-	-	-	01	-	-	-	-	-	-
4.	Manager (HR & Administration)	E-2	02	01	-	-	01	-	-	-	-	-	-
5.	Manager (Electrical Engineering)	E-2	01	01	-	-	-	-	-	-	-	-	-
TOTAL			10	05	-	-	03	-	01	-	01	-	-

3. SCALE OF PAY AND PLACE OF POSTING / SERVICE LIABILITY:

Sl. No.	Name of the Post	Pay-scale under IDA pattern (Pre revised)	Place of Posting
1.	Addl. General Manager (Fin.)	Rs.32900-58000	Corporate Office, New Delhi
2.	Manager (Marketing)	Rs.20600-46500	Corporate Office / Regional Sales Office
3.	Manager (Finance)	Rs.20600-46500	Corporate Office / Regional Sales Office
4.	Manager (HR & Admn.)	Rs.20600-46500	Corporate Office / Rasayani Unit, Raigad, Maharashtra
5.	Manager (Elect. Engg.)	Rs.20600-46500	Rasayani Unit, Raigad, Maharashtra

3.1 Besides Basic Pay, selected candidates will be entitled for VDA. Usual benefits like HRA, Medical Reimbursement/ Facility, LTC, PF, Gratuity, Leave Encashment, Canteen Facility & Reimbursement for use of own conveyance for official purpose etc. shall be payable as per rules of the Company.

3.2 **PAY PROTECTION:** As per policy of DPE/DOPT.

3.3 ALL THE POSTS ADVERTISED ARE BASED ON ALL INDIA SERVICE LIABILITY and Selected Candidates can be placed anywhere in the Country based on the need and requirement of the Company.

4. AGE LIMIT AND RELAXATION AS ON LAST DATE OF APPLICATION i.e. 05/10/2026:-

Addl. General Manager (Fin.) (E-5)		Manager (Mktg) / (Finance) / (HR & Admn.) / (Elect. Engg.) (E-2)	
Not exceeding 50 years		Not exceeding 40 years	
S. No.	Category		Relaxation in age limit
1	Scheduled Caste/Scheduled Tribe		5 years
2	Other Backward Classes Non Creamy Layer (OBC – NCL)		3 years
3	Persons With Disability (PwD)		10 years
4	Ex-Servicemen, Commissioned Officers including Emergency Commissioned Officers (ECOs)/ Short Service Commissioned Officers (SSCOs) who have rendered at least 5 years military service and have been released on completion of assignment otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or physical disability attributable to military service or invalidment.		5 years
Note: Age relaxation/reservation for SC, ST, OBC, Ex-servicemen & PH will be applicable for caste / category mentioned in the Central List of Govt. of India and as per Government Rules & Guidelines issued time to time.			

4.1 The OBC candidates who belong to "Creamy layer" are not entitled for concession/relaxation admissible to OBC category and such candidates should indicate their category as General only.

4.2 All Candidates belonging to SC/ST/OBC/EWS/PWD category shall produce self-attested copy of the caste/category certificate in the prescribed 'Central Government' format from the

Competent Authority empowered to issue such certificate. OBC certificate shall be of a recent date (**issued on or after 01.04.2026**) with suitable mention about creamy layer / Non-Creamy layer status. The candidate's appointment / engagement will remain provisional subject to caste/category certificate for SC/ST/OBC/PwD and income & asset certificate for EWS being verified through proper channel and verification of testimonials. The candidate's services will be liable to be terminated forthwith without assigning any reason in case the above verification reveals that his/her claim for belonging to SC/ST/OBC/EWS/PWD category and other testimonials is found false. HIL also reserves its right to take such further action against the candidate, as it may deem proper, for production of such false certificates and testimonials. The posts identified suitable for PWD is as per information uploaded on HIL website and in accordance with Govt. of India rules / guidelines.

4.3 The minimum disability in case of PWD candidates is 40%. Sub-category of disability, i.e. (a) blindness and low vision; (b) deaf and hard of hearing; (c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy; (d) autism, intellectual disability, specific learning disability and mental illness; (e) multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities is to be indicated. The PWD candidates shall possess a Certificate to this effect issued by the Board/countersigned by the Medical Superintendent/Chief Medical Officer/Head of Hospital of Government.

4.4 **MAXIMUM AGE INCLUDING RELAXATION & RESERVATIONS SHOULD NOT BE BEYOND 56 YEARS AS ON LAST DATE OF ONLINE APPLICATION**

5. ESSENTIAL QUALIFICATION & EXPERIENCE AND OTHERS.

ADDL. GENERAL MANAGER (FINANCE)

Qualification:

Should be a Chartered Accountant or Cost Accountant

Experience:

14 years post-professional qualifications experience in a responsible capacity out of which 4 years must have been in a senior managerial position of a manufacturing Unit whose turnover is not less than Rs.500 Crores. Those working in PSU/Govt. should have 2 years experience in the next below scale i.e. Rs.29,100-3%- 54,500 (pre-revised) and above OR 4 years experience in the scale of pay of Rs.24,900-3%-50,500(pre-revised) or equivalent in related field.

Knowledge of SAP is desirable.

MANAGER (MARKETING)

Qualification:

Minimum 02 years Post Graduate Degree / Diploma in Agri. Business Management **OR** M.Sc. (Agri.) **OR** B.Sc. (Agri.) with 02 years Post Graduate Degree / Diploma in Mktg. from recognized University / Institution

Experience:

5 years post Qualification experience in Marketing/ sales of pesticides/ seeds/agri inputs of which at least 2 years have been in supervisory/responsible capacity in marketing/ sales in pesticides/ seeds.

MANAGER (FINANCE)

Qualification:

Should be Chartered or Cost Accountant or MBA (Finance) from recognized University/Institution

Experience:

05 years of post qualification experience or CA (Inter) with 06 years of post qualification or ICWA (Inter) 07 years of post qualification experience in Financial & Cost Accounting, Internal Audit, out of which 02 years should have been in responsible capacity in Industry or PSU/Govt.

MANAGER (HR & ADMN.)

Qualification:

02 years MBA/ Master's Degree/ Post Graduate Diploma (equivalent to MBA as per AIU) with specialization in Human Resource/ Personnel Management & Labor Welfare from recognized University/Institution with minimum 60% marks. Knowledge of Computer (MS Office) is mandatory

Experience:

05 years post qualification experience or out of which 02 years should have been in responsible capacity in Industry or PSU/Govt.

MANAGER (ELECTRICAL ENGINEERING)

Qualification:

BE/B.Tech./Degree (Electrical Engg. / Electrical & Electronics Engg.) from recognized university /institution.

Experience:

5 years post qualification experience in repairs & maintenance of Electrical Plant and Machinery out of which 02 years should have been in responsible capacity in Industry /Private Organization or PSU/Govt. Candidate must possess a valid Electrical Supervisor Competency certificate/ license issued by the Competent Authority.

5.1 PERIOD OF PROBATION:

FOR THE ABOVE POSTS THE PERIOD OF PROBATION IS ONE YEAR EXTENDABLE BY 06 MONTHS IF CONSIDERED NECESSARY.

5.2 Candidate should have completed their qualifying degree as prescribed in the essential education qualification for respective Post as on the last date of submission of application. Candidate appearing in final year/semester are not eligible to apply.

5.3 All the prescribed essential qualifications should be recognized from University/Institution approved by Govt. Authorities / Statutory bodies / UGC / AICTE otherwise such qualification will not be considered. For Degrees in Agriculture, approval of course by ICAR, Govt. of India is not mandatory if the course is otherwise approved & recognized by any other Govt. Body / University No equivalency will be considered for any essential educational qualification.

5.4 NO OBJECTIONS CERTIFICATE (NOC) OR RELIEVING FROM PRESENT EMPLOYER:

Those working in Public Sector / Govt. Sector / Autonomous bodies of Government may forward application "Through Proper Channel" or submit "No Objection Certificate" at the time of interview or should submit proper relieving order from present employer at the time of joining.

6. SELECTION PROCESS:

(I) REGULAR POSTS

Post	Stage 1	Stage 2	Remarks
Addl. General Manager (Finance)	Documents Verification/ Screening	Personal Interview	The Management of HIL (India) Ltd. reserves the right to introduce any test/parameter apart from Stage 1 and Stage 2 based on the number of candidates
Manager (Marketing)			
Manager (Finance)			
Manager (HR & Adm.)			
Manager (Elect. Engg.)			

After screening of documents, suitable number of eligible candidates shall be called for Interview. The Company reserves the right to shortlist candidates for Interview out of eligible candidates. It may be noted that the scrutiny of documents will be done for ascertaining the eligibility before personal interview.

7. MODE OF APPLICATION AND APPLICATION FEE:

Those who fulfil the prescribed norms may submit their application invariably in the prescribed format by Speed Post/Courier/Registered Post (no other mode of dispatch is acceptable) along with self-attested copies of certificates, testimonials and recent passport size photograph, super scribing on the envelope the name of the post applied for and a DD of Rs.590/- (Non-Refundable) in favour of "HIL (India) Limited" payable at New Delhi. SC/ST/PWD/Ex.SM/ Departmental candidates (only regular employees of HIL) are exempted from the application fee. (The degree of disability for PWD candidates is 40% & above).

7.1 ELIGIBILITY BEFORE SUBMITTING APPLICATION:

Before submitting the application, the candidate must ensure that he/she fulfil all the eligibility criteria with respect to age, education qualification, work experience and other requirements as published in the advertisement.

7.2 INCORRECT / MISLEADING INFORMATION IN APPLICATION:

Application containing incorrect/misleading information will lead to the candidate being disqualified, as and when detected, irrespective of stage of selection process and will also lead to dismissal from service of HIL (India) Ltd., on its detection at any time after appointment. HIL will not entertain any correspondence from these candidates.

7.3 VALID EMAIL ID AND MOBILE NUMBER FOR APPLICATION:

The email id and mobile number entered in the application form should remain active till completion of recruitment process. No change in the email id and mobile number will be allowed once registered, as all the communication will be made on the email ID and mobile no. and candidate will be responsible for any communication gap due to change in email ID and mobile number of the candidate.

8. GENERAL CONDITIONS & INFORMATION: (IMPORTANT TO READ)

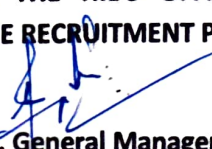
1. Only Indian Nationals are eligible to apply.
2. HIL (India) Ltd. reserves the right to modify/cancel/expand/restrict/alter the whole process of this recruitment and selection process at any stage without assigning any reason or intimation.
3. Number of posts can be increased or decreased as per the requirement of the Company. The recruitment process can be cancelled/suspended/terminated without assigning any reason. The decision of Management will be final and no appeal will be entertained.
4. Management reserves the right to reject the application without assigning any reason and to raise standard of specifications/percentage of marks to restrict the number of candidates to be called for further recruitment process.
5. No correspondence will be made with the candidates with incomplete application and candidates not selected during the recruitment process/final selection. The application fee is non refundable and shall not be reimbursed in any case whatsoever.
6. At any stage of this recruitment process including after recruitment or joining, if any of the following is detected, the said applicant will be liable to be disqualified, prosecuted and debarred for all appointments in HIL (India) Ltd. and his/her application/appointment will be rejected forthwith: **If the applicant;**
 - has provided wrong information or submitted false documents;
 - has suppressed relevant information; or
 - does not meet the eligibility criteria prescribed for the post; or
 - unfair means during the Recruitment process;
7. Selected candidates can be posted or transferred at any time in any of the Unit/ Plant / Offices of HIL (India) Ltd at the discretion of the Management.
8. The Candidates called for Interview for the post will be reimbursed 3 tier A/C Rail fare or equivalent for to and fro journey by shortest route provided the distance travelled is not less than 50 km and submission of Rail/Bus tickets. If interviews are conducted through virtual mode, then no TA will be applicable.
9. In case of any dispute, legal jurisdiction shall be at New Delhi.
10. **IN CASE OF ANY AMBIGUITY OR DISPUTE, DECISION OF MANAGEMENT OF HIL (INDIA) LTD. WILL BE FINAL.**
11. **Duly filled applications for above post along with required documents must reach before the last date and same may be addressed to:-**

**ADDITIONAL GENERAL MANAGER (HR & ADMN.),
HIL (India) Limited, SCOPE Complex,
Core-6, 2nd Floor, 7,
Lodhi Road, New Delhi – 110003.**

9. IMPORTANT DATES

a.	Date of Publication of Advt.	05 th September, 2026
b.	Last date for application by candidate	05 th October, 2026

ALL CANDIDATES ARE ADVISED TO REGULARLY CHECK THE HIL'S OFFICIAL WEBSITE www.hil.gov.in FOR ANY INFORMATION AND UPDATE ON THE RECRUITMENT PROCESS


Addl. General Manager (HR & Admn.)

APPLICATION FORMAT

ANNEXURE-I

For office use only
Application No.
Date of Receipt

(Space for
affixing recent
passport size
colour
photograph)

Post applied for: _____

News paper in which the advt. published & Date of Publication: _____

1. Name in full [INBLOCKLETTERS]:
2. Date of birth & age:
3. Place of Birth:
4. Nationality:
5. Father's/Husband's Name:
6. AddressforCorres.withPincode[mentioncontactTel./Mob.No./e-mailed]:
7. Permanent Address:
8. Whether the applicant belongs to SC/ST/OBC/Ex-Servicemen/Person with Disabilities/EWS.(Please specifically write **YES/NO**). If YES, please write category to which you belong and attach a copy of certificate in the prescribed format issued by Competent Authority.
9. (i)Educational/Professional qualifications (beginning with SSC/SSLC examination) & [Diploma /Degree with University/Institution name must be written clearly]:

Qualification	Discipline /Subject	Year of Passing	Board/ University /Institution	Percentage of Marks	Rank /Class

ii)Self-Attested Xerox copies of all certificates to be enclosed.

10. Details of previous/present employment held, in chronological-order starting from present position to backwards

Post Held	Period of service			Pay Scale/ Salary drawn	Name/Place/State of Organization	Nature of duties
	From (DD/MM/YY)	To (DD/MM/YY)	Duration in months			

11. Total Experience [as mentioned at Column10] (YY/MM/DD)
12. Whether applied for any position HIL (INDIA) LIMITED earlier, if so, the details such as Name of the Post
Date of Interview Whether selected or not
13. Please state whether any close relative (of applicant)
Is working in any establishment of HIL (INDIA) LIMITED :
Yes/No
14. The minimum time required to join the post, if selected:
15. Any other additional relevant information including reference:
16. Details of DD: DD No.: Date:
Rs. Drawn Branch:
17. a) Have you ever been detained in Police Custody or not?
If yes, give complete detail so fit
b) Whether you have been convicted by any Court of Law or not?
If yes, please give complete details thereto
c) Whether any criminal case is pending or contemplated against you
In any Court of Law or not? If yes, please give complete details thereto

DECLARATION:

I hereby certify that the foregoing information is correct to the best of my knowledge and belief. I have not suppressed any material factor factual information in the above statement. In case I have given wrong information, or suppressed any material fact off actual information, then my services are liable to be terminated without giving any notice or reasons thereof. I am not aware of any circumstances, which might impair my fitness for employment under Government.

Signature of candidate

Date: _____

Place: _____