

No. : 7/3/2026-PESB

भारत सरकार

Government of India

कार्मिक एवं प्रशिक्षण विभाग

Department of Personnel & Training

(लोक उद्यम चयन बोर्ड)

(Public Enterprises Selection Board)

ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड

Block No.14, C.G.O. Complex, Lodhi Road

नई दिल्ली / New Delhi- 110003

Dated : 08/09/2026

सी. पी. एस. ई. का नाम

NAME OF THE CPSE

Cement Corporation of India Limited

पद का नाम

NAME OF THE POST

Director (Finance)

रिक्ति की तारीख

DATE OF VACANCY

01.02.2027

सी. पी. एस. ई. की अनुसूची

SCHEDULE OF THE CPSE

Schedule B

पद का वेतनमान

SCALE OF THE POST

Rs. 160000 – 290000 (IDA)

I. COMPANY PROFILE

Cement Corporation of India Limited(CCI) was established in 1965, CCI is at present having three operating units i.e. Tandur in Telangana (10 LMT), Rajban in Himachal Pradesh (2.48 LMT) and Bokajan in Assam (1.98 LMT) with a total installed capacity of 14.46 lakh MT per annum. CCI also has 07 non-operating units at Akaltara & Mandhar in Chhattisgarh, Nayagaon in MP, Kurkunta in Karnataka, Adilabad in Telangana, Charkhi Dadri in Haryana and Bhatinda in Punjab.

Its Registered and Corporate offices are at New Delhi.

The authorised and paid up capital of the Company was Rs 900 crores and Rs. 811.41 crores respectively as on 31.03.2026.

The company employed 278 regular employees (Executives 108 and Non-excecutives 170) as on 31.03.2026.

The shareholding of the Government of India in the Company is 100% as on 31.03.2026.

The Cabinet Committee on Economic Affairs (CCEA) in its meeting considered CCEA Note of DIPAM and interalia, gave 'in principle' approval that Units of CCI, where it is legally permissible be disinvested, Unit wise or in group of units, to strategic buyer indentified through two stage auction process as recommended by the CGD. The process of statigic disinvestment of CCI is underway as per CCEA's decision dated 27.10.2016.

MHI vide letter N, 1(1)/2017-PE-XII/CPSE-III dated 09.02.2022 directed the CCI in respect of Non-

operating units having mines including Nayagaon unit as hereunder:

- a) Surrender the Mining lease back to the State Govt.
- b) Engagement with the State Government for getting best values realization of the freehold/leasehold lands.
- c) The Plant & Machinery to be Auctioned.

The auction of Plant & Machinery have been concluded for all the Non-operating units.

II. JOB DESCRIPTION AND RESPONSIBILITIES

The Director (Finance) is a member of Board of Directors and reports to Chairman and Managing Director. He/She is overall in-charge of finance and accounts of the organization and is responsible for evolving and formulating policies relating to finance and accounts as well as implementation thereof.

III. ELIGIBILITY

1. **AGE :** On the date of occurrence of vacancy (DOV)

Age of superannuation 60 years			
Internal		Others	
Minimum	Maximum	Minimum	Maximum
40	2 years residual service as on the date of vacancy w.r.t. the date of superannuation.	40	3 years residual service as on the date of vacancy w.r.t. the date of superannuation.

2. EMPLOYMENT STATUS:

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity – and **not** in a contractual/ad-hoc capacity – in one of the followings:-

- (a) Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);
- (b) Central Government Group 'A' officers including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies etc;
- (c) State Public Sector Enterprise (SPSE) where the annual turnover is ***Rs.1000 crore or more;**
- (d) Private Sector company/ Joint Venture (JV) [50:50 JVs of Central Government/ State Governments and JVs of CPSEs with other CPSEs/ organisations (50:50 JVs)]/ National and State level Cooperative Federations (hereinafter referred as JVs/ Federations) whose annual turnover is ***Rs. 1000 crore or more. In case of Private Company, preference would be given to candidates from listed Companies. The applicants from Private Company, JV and Federation will be arranged in order of annual turnover of these entities.**

(* The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits

3. QUALIFICATION:

- (i) The applicant should be Chartered Accountant or Cost Accountant or a full time MBA/

PGDM course having specialization in Finance with good academic record from a recognized University/ Institution. Preference will be given to Chartered Accountant.

(ii) Officers of Organized Group 'A' Accounts Services [i.e. Indian Audit and Accounts Service, Indian Defence Accounts Service, Indian Railway Accounts Service, Indian Civil Accounts Service, Indian P&T Accounts & Finance Service and Indian Cost Accounts Service] and applicants from the Central Govt./Armed Forces of the Union/All India Services, working at appropriate level are exempted from these educational qualification as per (i) above provided they have relevant experience as mentioned in Para 4(ii) below.

4. EXPERIENCE:

(i) The applicant should have at least five years of cumulative experience at a senior level during the last ten years in the area of Corporate Financial Management/ Corporate Accounts in an organization of repute.

(ii) Applicants from Organized Group 'A' Accounts Services and applicants from Central Government/ Armed Forces of the Union/ All India Services should have either

(a) Education qualification of Chartered accountancy or cost accountancy or MBA/ PGDM having specialization in Finance with at least five years of cumulative experience at a senior level during the last ten years in the area of Financial Management/ accounts in Government/ Corporate Financial Management/ Corporate Accounts.

Or

(b) at least five years cumulative experience at a senior level during the last ten years in the area of Corporate Financial Management/ Corporate Accounts.

5. PAY SCALE:

(a) Central Public Sector Enterprises-

Eligible Scale of Pay

- (i) Rs. 6250-7475 (IDA) Pre 01/01/1992
- (ii) Rs. 8520-10050 (IDA) Post 01/01/1992
- (iii) Rs. 18500-23900 (IDA) Post 01/01/1997
- (iv) Rs. 43200-66000 (IDA) Post 01/01/2007
- (v) Rs. 100000-260000 (IDA) Post 01.01.2017(E7 Grade as per guidelines issued by DPE from time to time)
- (vi) Rs. 14300-18300 (CDA) Pre-Revised
- (vii) Rs. 37400-67000 + GP 8700 (CDA)
- (viii) Rs. 123100-215900 (Level 13) CDA

The minimum length of service required in the eligible scale will be one year for internal candidates and two years for others, as on the date of vacancy.

(b) Other than CPSE's

(i) **Group 'A' officers of the Central Government including All India Services (AIS) and Autonomous Bodies, etc.** should be holding either a post of the level of Director in Govt. of India or an equivalent post, carrying equivalent scale of pay, on substantive basis, on the date of application. The officer drawing the eligible pay scale merely on account of Non-Functional

upgradation (NFU)/Next Below Rule (NBR) basis without holding substantive post, shall not be eligible to apply to the post advertised by PESB.

(ii) Applicants from Public Sector Bank/ Financial Institutions should be at Board level or at least a post of the level immediately below the Board level for one year on the date of application.

(iii) Applicants from the Armed forces of the Union should be holding a post of the level of Brigadier in the Army or equivalent rank in Navy/Air Force on the date of application.

(c)

Applicants from State Public Sector Enterprises/ Private Companies/ JVs/ Federations should be working at Board level position or at least a post of the level immediately below the Board level on the date of application.

6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS

Central Government Officers, including those of the Armed Forces of the Union and the All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies etc., will be eligible for consideration only on immediate absorption basis.

IV. DURATION OF APPOINTMENT

The appointment shall be for a period of five years from the date of joining or upto the date of superannuation or until further orders, whichever is earlier.

V. SUBMISSION OF APPLICATIONS

Applicants should submit their applications on-line only as per the format.

1. The applicants should submit their applications through proper channel as follows:

(a) Group 'A' Central Government Officers, including those of the Armed Forces of the Union and All India Services; through Cadre Controlling authority.

(b) Officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc: through their Administrative Ministry/ Department of the Govt. of India.

(c) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry;

(d) Below Board level in CPSE: through the concerned CPSE;

(e) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government;

(f) Below Board level in SPSE: through the concerned SPSE.

(g) Applicants from JVs/Federation through their Nodal Officer/ Competent Authority.

(h) Applicants from Private companies : directly to PESB.

2. Applicants from Private Companies/ JVs/Federations must submit the following documents along with the application form:

(a) Annual Reports of three financial years preceding the calendar year in which the post is advertised of the organisation in which currently working (**please provide URL or attach/enclose copies**);

(b) Applicants of private company should provide the documentary proof if the company is listed (**please provide URL or attach/enclose copies**);

(c) Evidence of working at Board level or at least a post of the level immediately below the Board level;

(d) Self-attested copies of documents in support of age and qualifications.

(e) Relevant Jobs handled in the past with details.

3.(a) The cadre controlling authority/ competent authority should forward applications of only those applicants who are clear from vigilance angle, as per the guidelines issued by DPE from time to time, latest being issued vide OM No. 15(2)/2001-DPE(GM)-FTS-4199 dated 28.10.2025. The vigilance profile, in the 13 points proforma prescribed by CVC (issued vide CVC's circular number 10/09/24 dated 06.09.2024) should invariably be attached with the application form.

(b) In case of SPSEs/ JVs/ Federations, the Head of Organisation/ Competent Authority/ State Administrative Secretary/ Cadre Controlling Authority should forward the applications of only those applicants who are clear from vigilance angle. The vigilance profile in the 13 points proforma prescribed by CVC may be attached with application form.

VI. UNDERTAKING BY THE APPLICANT

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

1. For candidates from Central Government including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/Financial Institutions/ Autonomous Bodies etc:

(a) The appointment is on immediate absorption basis.

(b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

(c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

2. For candidates from CPSE

a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

3. For candidates from SPSE/ Private Sector/JVs/Federations

a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

4. In the above cases, no request for relaxation or otherwise would be entertained.

VII. THE APPLICANTS SHOULD

Fill up the **Application Form online only** against this Job Description on the website of PESB - <https://pesb.gov.in/> and thereafter their nodal officer/competent authority should forward it online, as per procedure specified in para V(1)

Link for registration of nodal officers/ competent authorities is available on PESB website.

- Total timeline for receipt of applications (complete in all respect) in PESB is 30 days from the date of uploading the Job Description on website of PESB.

- Last date for submission of online application by the applicant is by 03:00 PM on 29.09.2026

- Last date for nodal officers/ Head of the Organisation/ Competent Authority/ Administrative Secretary/ Cadre Controlling Authority in the case of all applicants except applicants of Private Company to forward online applications to PESB is by 05:00 PM on 08.10.2026

- No application shall be entertained under any circumstances after the stipulated date.

- Incomplete applications and applications not received online within the stipulated date shall be REJECTED.

- Applications forwarded to PESB in physical form or through e-mail shall be rejected

VIII. Board reserves the right to shortlist applicants for interview, keeping in view the extant guidelines issued from time to time.

IX. All communications are to be addressed to

Secretary,

Public Enterprises Selection Board, Public Enterprises Bhawan,
Block No. 14, CGO Complex, Lodhi Road, New Delhi-110003.