



**BANK NOTE PAPER MILL INDIA PRIVATE LIMITED**  
(A Joint venture of SPMCIL – A Govt. of India Enterprise and  
BRBNMPL – A Subsidiary of Reserve Bank of India)  
CIN:U21090KA2010PTCO55475  
**Corporate Office, Paper Mill Compound, Note Mudran Nagar,  
Mysuru - 570 003**

**EMPLOYMENT NOTIFICATION NO. 01/2018-19 DT.15.11.2018**

**THE COMPANY INVITES APPLICATIONS FOR THE FOLLOWING POST FROM ELIGIBLE CANDIDATES :**

Sl.No.	Name of the Post	Approx. No. of Post	Category	Post Code
<b>Executive Cadre</b>				
1	Environmental Engineer	02	OBC - 01 UR - 01	181
<b>Non - Executive Cadre (Industrial Workmen Cadre)</b>				
2	Industrial Workmen Grade - I	01	UR	182
3	Industrial Workmen Grade - I	04	UR	183
4	Industrial Workmen Grade - I	04	UR	184
5	Industrial Workmen Grade - I	08	UR	185
6	Industrial Workmen Grade - I (Driver cum Logistics Attendant)	02	UR	186

**NOTE:** The number of vacancies is provisional and may vary according to the actual requirement of BNPMIPL. Further, even though no vacancy has been reserved for post code 181 to 186 eligible candidates belonging to SC/ST/ OBC categories can also apply. Out of the 17 posts for IW Grade - I against post code 182,183,184 & 185, three (03) no of posts are reserved for Persons with Disability. PWD belonging to OA,OL,HH categories can also apply for posts against post code 181,182 & 185 and candidates belonging to OL & HH categories can apply for posts against post code 183 & 184 if they satisfy the eligibility conditions.

Candidates satisfying eligibility criteria may submit their application in the prescribed format before due date. **Abridged advertisement will also be published in Employment News dated 24.11.2018 or subsequent issues if not the earlier.**

*Candidates are advised to note that one candidate is allowed to apply for one Post only which is most suitable to their qualification and experience. As such the candidates are advised to go through the requirement of educational qualification, experience and other conditions carefully before choosing the post for which they wish to apply.*

*In case a candidate has applied for more than 01 post, his/her candidature shall be considered for the lowest grade/post to which he/she has applied subject to fulfillment of all other eligibility criteria.*

**1. ELIGIBILITY CRITERIA:**

**QUALIFICATION, EXPERIENCE, AGE ETC.FOR THE POST IS AS UNDER:**

Sl. No	Name of the Post	Approx No. of vacancy	Min & Max Age (as on 01.11.2018)	Essential Educational Qualifications (as on 01.11.2018)	Post Qualification Minimum experience (as on 01.11.2018)
01	<b><u>Junior Management Grade(JMG)</u></b> <b>Environmental Engineer</b> <b>Post code :181</b>	02	21 - 30 Years	B.E/ B.Tech. (full time) with minimum 60% marks in aggregate from a Govt. recognized Indian University /institute as approved by AICTE in Environmental Engineering/ Environmental Science & Engg. / Environmental Studies/ Environmental Biotechnology/ Environmental geotech.	<b><u>A minimum of 02 years of post-qualification experience</u></b> as Environmental Engineer in Process industry (which falls under RED LARGE category of PCB) preferably in Paper & Pulp/ Chemical/ Petro - chemical/ Fertilizers. Person with experience in ETP of a Paper mill will be preferred. The system shall consists primary & secondary treatment and should have exposure in operation & maintenance of UF, RO and MEE.

**Non-Executive Cadre (Industrial Workmen)**

02	<b>Industrial Workmen Grade - I</b> <b>Post code :182</b>	01	18 - 25 years	Three years full-time Diploma in Electrical Engineering with min. 60% aggregate marks from a Govt. recognized Indian institute approved by AICTE <b>Essential:</b> A valid Electrical Supervisor (General) Grade - A License certificate issued by a State Electrical Inspectorate.	<b><u>A minimum of 01 years</u></b> of post-qualification experience in Switchyard (at least 66KV-voltage grade) and handling the operation and maintenance of Electrical Installation System consisting of Transformer substations, Power Distribution System and Shop Illuminations systems.
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Sl. No	Name of the Post	Approx No. of vacancy	Min & Max Age (as on 01.11.2018)	Essential Educational Qualifications (as on 01.11.2018)	Post Qualification Minimum experience (as on 01.11.2018)
03	<b>Industrial Workmen Grade - I</b>  <b>Post code :183</b>	04	18 - 25 years	Pass in Matric /SSLC / 10 <sup>th</sup> Class Board Examination <b>AND</b> A minimum 2 Years duration course in ITI Trade (Fitter) Certificate (NTC) <b>Essential:</b> A valid First Class Boiler Attendant Certificate of Competency issued by any State Government.	<b><u>A minimum of 01 years</u></b> of post-qualification experience as a First Class Boiler Attendant of a single boiler with steam pipes of any type or capacity or two or more boilers in a battery or of many separate individual boilers, the total heating surface of which does not exceed 1000 square meters, provided that such boilers shall be situated within radius of 30 meters in the same premises and belong to one owner.
04	<b>Industrial Workmen Grade - I</b>  <b>Post code :184</b>	04	18 - 25 years	Pass in Matric /SSLC / 10 <sup>th</sup> Class Board Examination <b>AND</b> A minimum 2Years duration course in ITI Trade (Fitter) Certificate (NTC) <b>Essential:</b> A valid Second Class Boiler Attendant Certificate of Competency issued by any State Government.	<b><u>A minimum of 02 year</u></b> of post-qualification experience as a Second Class Boiler Attendant in-charge of a boiler whose heating surface of which does not exceed 200 square meters. Preference shall be given to personnel worked in Oil Fired Boilers.

Sl. No	Name of the Post	Approx No.of vacancy	Min & Max Age(as on 01.11.2018)	Essential Educational Qualifications (as on 01.11.2018)	Post Qualification Minimum experience (as on 01.11.2018)
05	Industrial Workmen Grade - I  Post code :185	08	18 - 25 years	Pass in Matric /SSLC / 10 <sup>th</sup> Class Board Examination <b>AND</b> A minimum 2Years duration course in ITI Trade (Electrician) Certificate (NTC) <b>Essential:</b> A valid Electrical Wireman Permit License certificate issued by State Electrical Inspectorate.	<b><u>A minimum of 02 year</u></b> of post-qualification experience as an electrician handling the operation and maintenance of electrical Installation System consisting of Transformer substations, Power Distribution System and shop illumination systems.
06	Industrial Workmen Grade - I (Driver cum Logistics Attendant)  Post code :186	02	18 - 30 years  Age may be relaxed further by 02 years for every 04 years of additional experience and in multiples/fraction thereof subject to maximum of 35 years.	1.Pass in SSLC/ X class Board Exam conducted by State/Central Board 2. Must possess valid driving license (LMV) for operating four wheelers and Public Service badge Preference shall be given to candidates having valid HMV licence.  <b><u>Desirable Additional Qualification</u></b> A minimum 2Years duration course in ITI Trade Certificate (NTC) (Fitter/Welder/ Electrician/ Mechanics, Electronics-Mechanics) from a Recognised Indian Institute.	<b><u>A minimum of 05 year</u></b> of post-qualification experience after possessing valid Driving licence. Experience certificate should only be from Government/Semi-Government agencies/Registered companies/Societies/ Trusts/Travel Agency. <b><u>Out of the total experience a maximum of 3 years experience</u></b> should be in driving a registered company vehicle preferably for Senior Executives or experience in driving vehicles attached with Govt.officials. The experience certificate to be attested by company executive or Govt.official as the case may be.

					<p>Knowledge of Motor mechanism (The candidate should be able to rectify minor defects in vehicle).</p> <p>The candidate should possess knowledge of local language i.e., Kannada (read, write, speak). In addition, fluency in English and Hindi language is desirable.</p>
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**Note:** Post-qualification experience means the period of experience gained after acquiring the essential qualifications. The experience gained/claimed before the period of prescribed qualification shall not be considered for the purpose of post-qualification experience.

**2. RELAXATION:**

- Relaxation in upper age limit as on **01.11.2018** will be extended as per Government guidelines which is as below at present.

i	Scheduled Caste / Scheduled Tribe candidates -	5 years
ii	Other Backward Classes candidates- Relaxation in age only	3 years
iii	Persons with Disability (PWD) - Relaxation in age only	5 years/10 years as per GOI guidelines.
iv	Ex-serviceman / Commissioned Officers including ECOs/ SSCOs who have rendered at least 5 years military service and have been released.	3 years in addition to number of years of service in Defence Forces subject to a maximum of 55 years.

**Note:**

1. The relaxation in upper age limit is cumulative as per Govt. of India guidelines.
2. Date of birth as per Secondary School Certificate (SSC) or equivalent examination should be mentioned.
3. Persons suffering from not less than 40% of relevant disability certified by Competent Authority shall alone be considered for age relaxation.
4. The SC/ST/PWD applicants should submit Caste/Tribe/Disability Certificate issued by the Competent Authority as in Government of India format for availing the benefit of relaxation at the time of verification of documents/credentials.
5. The Candidates under OBC category are required to meet the following conditions:
  - The candidate must not belong to creamy layer/socially advanced sections.
  - The name of caste and community of the candidate must appear in the 'Central list of Backward classes'.
  - The candidate need to furnish their OBC certificate as per the format prescribed by the Government of India (not older than six months as on **01.11.2018**), from the Competent Authority, at the time of verification of documents/credentials.
  - The OBC applicants coming under 'Creamy Layer' will be treated as 'General' Category candidates and hence should indicate their category as 'General'.
6. An Ex-serviceman should produce a certificate in the prescribed proforma to the Company that he/she has been released on completion of assignment otherwise than by way of dismissal or discharge on account of misconduct or inefficiency from the Defence Forces.
7. A certificate for Ex-Servicemen should be signed by the appropriate Authority specified below

and should also specify the period of Service in the armed forces;

In case of JCOs/ORs and equivalent rank of navy and air force – Army: By concerned regimental record office, Navy: Naval records, Mumbai, and Air Force : Air force record, New Delhi.

8. An ex-serviceman who has once joined the Government job on the Civil side after availing the benefits given to him as an ex-serviceman for his re-employment, his Ex-serviceman status for the purpose of re-employment in Government ceases and thus will not be eligible to seek relaxation in upper age limit as detailed above.
9. In case of a candidate who is eligible for relaxation under more than one of the above categories, the age relaxation will be available on cumulative basis subject to maximum of 55 years.
10. Once the category is notified in the application form, it cannot be changed at any stage later on.

### **3. APPLICATION FEE PAYABLE ( NON-REFUNDABLE**

<b>Category</b>	<b>Application Fees</b>
For SC/ST/PWD	<b>Rs. 200/-</b>
For all others (including OBC)	<b>Rs. 600/-</b>

Requisite fee must be paid along with the application by means of Banker's cheque/Demand Draft (Validity 03 months) issued by a Scheduled Commercial Bank drawn in favour of "**BNPM Recruitment Account**" payable at **Mysuru**. Payment in any other manner will not be accepted.

### **4. PAY SCALE AND EMOLUMENT**

The Company in order to attract and retain competent workforce, company has decided to fix higher initial pay in the respective pay level as detailed below:

<b>Name of the post</b>	<b>Pay Level (Equivalent of Central Govt. Pay)</b>	<b>Minimum Pay (Rs.)</b>	<b>Cost to Company (CTC) per annum Approximate (Rs.)</b>
<b>Engineer/Officer</b>	<b>08</b>	<b>52,000/-</b>	<b>11.60 Lakhs</b>
<b>Industrial Workmen - Grade -I</b>	<b>02</b>	<b>24,500/-</b>	<b>6.00 Lakhs</b>

**Other Allowances and Benefits:** In addition to Basic Pay, DA (*Central DA @ 9% at present*), HRA- depending on the place of posting i.e @16% (on Basic Pay) for Mysuru. Other benefits and perquisites shall be as per the rules of the company.

#### **Note:**

1. *Please note that presently the Company follows CDA pattern of Pay with scales of pay as per 7<sup>th</sup> CPC Pay matrix but the company reserves the right to change over to scale of pay on Industrial D.A. Patterns or any other scale of pay formulated by the Company.*
2. *Cost to the Company (CTC) includes all allowances and identifiable costs including Retirement benefits and other benefits which are subject to conditions as per the rules of the Company.*

### **5. SELECTION PROCEDURE:**

Selection for the above mentioned posts will be done through Assessment center exercise including Written Test and Physical/Skill Test and/or Interview. Depending upon the number of valid applications received, selection procedure may vary and shall be intimated in due course.

## 6. HOW TO APPLY

### **Pre- Requisites for Sending Application:**

The Candidates applying for the post mentioned above are advised to submit the application in the prescribed format published herewith on one side only on A4 - size paper along with a requisite fee, self-certified copy of testimonials/certificates in support of educational qualifications, experience, caste category and any other relevant certificates along with a self-certified recent passport size photograph and should enclose a **DD for Rs.600/- for General /OBC candidates and Rs. 200 /- for SC/ST/PWD candidates** , drawn in favour of "**B N P M Recruitment Account**" payable at Mysuru issued by any Nationalized Bank.

Applications, complete in all respects along with enclosures should be sent only to the following address by Ordinary/Speed post so as to reach on or before **10.12.2018** The envelope should be superscribed as

**Application for the Post of \_\_\_\_\_**

**Ref : A d v t . No . 01/2018-19 dt.15.11.2018**

**The Managing Director**

**Bank Note Paper Mill India Private Limited,**

**Administration Building**

**Paper Mill compound**

**Note Mudran Nagar**

**Mysuru -570003**

**BNPM will not be responsible for Postal delay or loss/ Non-delivery thereof.**

**No correspondence in this regard will be entertained.**

Please note that the above procedure is the only valid procedure for applying. No other mode of application or incomplete steps would be accepted and such applications would be rejected.

### **Note:**

- The version of the detailed advertisement given in the Company's website shall be treated as final and shall supersede any other versions for all purposes. Any corrigendum/addendum relating to this advertisement/ recruitment shall be hosted/notified in our web site only. Accordingly, the candidates are advised to visit Company's website [www.bnpmindia.com](http://www.bnpmindia.com) regularly.
- Decision of the Company in respect of all matters pertaining to this recruitment would be final and binding on all candidates.

## 7. **ACTION AGAINST CANDIDATES FOUND GUILTY OF MISCONDUCT:**

Candidates are warned that they should not furnish any particulars that are false, tampered, fabricated or suppress any material information while filling up the application form. At the time of verification of documents/credentials, if a candidate is (or has been) found guilty of 1. Impersonating or procuring impersonation by any person or 2. Resorting to any other irregular or improper means in connection with his/her candidature for the selection or 3. Obtaining the support of his/her candidature by any means; such candidate (a) to be disqualified from the verification of documents/credentials for which he/she is the candidate (b) to be debarred either permanently or for a specific period from any examination or selection held by the Company. Please note importantly that a candidate who has been declared successful but subsequently found ineligible will not be allowed to take part in the process / join the services of the Company and the inconvenience caused thereby will be at his/her cost and consequences

## **8. IMPORTANT GENERAL INSTRUCTIONS:**

1. **Prescribed qualifications and experience are minimum and mere possession of the same does not entitle a candidate to be called for verification of documents/credentials. Management reserves the right to reject any application without assigning any reason and to raise or relax the standard of specifications depending upon response.** The recruitment process can be cancelled/suspended/deferred/terminated without assigning any reason. The decision of the management will be final and no appeal will be entertained.
2. If the candidate knowingly or willfully furnishes incorrect or false particulars/In case it is detected at any stage of recruitment that a candidate does not fulfil the eligibility norms and/or that he/she has furnished any incorrect/false information/certificate/documents or has suppressed any material fact(s), his/her candidature will be cancelled. If any of these shortcomings is/are detected even after appointment, his/her services are liable to be terminated.
3. Candidates seeking relaxation in Fee/Age must produce certificates in original in support of his/her claim at the time of verification process.
4. Applications received without requisite application fee and applications not submitted strictly in required format /incomplete applications will be summarily rejected.
5. Applications received after the due date as mentioned above will not be considered and will be summarily rejected.
6. Admission to the Verification of documents/credentials/Assessment Center exercise will be purely provisional without verification of age/ qualification/experience/category (SC/ST/OBC/PWD/Ex-Ser.) etc. of the applicants. Each applicant should therefore, ensure that he/she fulfils the eligibility criteria and that the particulars furnished in the application are complete and correct in all respects. In case it is detected at any stage that an applicant does not fulfil the eligibility criteria and /or has furnished incorrect information or suppressed any material information, his/her candidature will be cancelled and, if already appointed, his/her services will be summarily terminated without giving any notice, or any compensation in lieu thereof.
7. All educational qualifications should be obtained from recognized Indian universities/institutions. **If grades are awarded instead of marks i.e CGPA/DGPA/OGPA/SGPA etc, candidates should clearly indicate its numerical equivalent (upto two decimal points) and submit documentary proof by relevant college/university/educational institute stating the corresponding percentage obtained. In the absence of such information applications are liable for rejection.**
8. The percentage of marks is to be calculated as aggregate of all the semesters/trimesters/years taken together. Accordingly, statement(s) showing marks obtained in all the semesters/trimesters/years should be enclosed along with the application.
9. Candidates should enclose experience certificate(s) issued by their employers clearly mentioning the duration of their experience in their respective employment. In case of present employment, copy of appointment letter/latest salary statement issued by the employer, indicating their date of joining should be enclosed. In the absence of such information applications are liable for rejection.
10. Candidates serving in Government/Public Sector Undertakings should produce "No Objection Certificate" from their employer at the time of verification of documents/credentials.
11. Persons who have been dismissed from the service of any organization need not apply.
12. The decision of the company in all matters regarding eligibility, short listing of applicants for written test/skill test, verification of documents/credentials and/or



Interview and selection will be final and binding on the applicants and no correspondence will be entertained in this regard.

13. Selected candidates will be liable to be posted in company's office at Mysuru or at any other places as may be existing/opened.
14. Company takes no responsibility to collect any certificate/remittance sent separately. Candidates are advised, in their own interest, to ensure that all the required certificates/testimonials are enclosed along with their application form.
15. The Company shall not be responsible for any application being rejected which is based on wrong information provided in any advertisement issued by unauthorized person/institution.
16. Any resultant dispute arising out of this advertisement shall be subject to Jurisdiction of Courts in **Mysuru**.
17. Outstation Candidates called for Skill Test/Interview/verification of credentials for the post of Officer/Engineer will be paid III AC class (Mail/Express) and Industrial Workmen cadre candidates shall be paid Sleeper class (Mail/Express) railway return fare by the shortest route on production of evidence of travel, i.e. railway receipt/ticket as per the extant rules of the company.
18. Only those candidates who meets the eligibility criteria and who are short-listed for written test will be intimated through e-mail address furnished by them. The names of candidates who are finally short- listed for selection process including Skill Test/Interview/verification of credentials will also be available on the Company's Website [www.bnpmindia.com](http://www.bnpmindia.com). Applicants are requested to keep track of the same by visiting Company's website from time to time. Similarly final selection result will be available on the Company's website for candidates selected for appointment.
19. Appointment of selected candidates is subject to his/her being declared medically fit and verification of character and antecedents as per the requirement of the Company. Such appointment will also be subject to the Service & Conduct Rules of the Company.
20. Candidates selected and appointed will be placed on probation for a period of one year which may be extended for a further maximum period of one year at the discretion of the company.
21. Candidates will have to produce original caste and other relevant certificates like educational qualifications, experience, age, etc. at the time of verification of documents/credentials, in support of his/her eligibility, as per the details furnished in the application, failing which his / her candidature will be cancelled.
22. Errors & omissions excused.
23. **CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION.**

[CLICK HERE FOR APPLICATION FORMAT](#)

[CERTIFICATE FORM - SC/ST/OBC/PWD/EX-SERVICEMEN](#)