

# MAHANADI COALFIELDS LIMITED

(A Govt. of India Enterprise)

At/PO: Jagriti Vihar, Burla, Dist:Sambalpur,  
Odisha, Pin-768020

Ref. No.MCL/SBP/EE/2026/Advisor(M&S)/ 5595

Dtd. 02-02-2026

## Notification for engagement of full time Advisor (M&S) in MCL on contractual basis.

Mahanadi Coalfields Limited (A Subsidiary of Coal India Limited) invites applications for engagement of one (01) full-time Advisor (Marketing & Sales) from retired E7/E8 grade executives of Marketing & Sales (M&S) of Coal India Limited or its Subsidiary Companies, or equivalent executives from PSUs/autonomous organisations of the Central/State Government, on a contractual basis for an initial period of one year. The contract may be extended for a further period of one year, subject to organisational requirement and satisfactory performance. Executives who have taken Voluntary Retirement Scheme (VRS) shall not be considered.

### **Eligibility, Benefits and other details are as under :-**

1.	No. of post	One	
2.	Maximum age limit for eligibility	Not more than 65 years during the Contract Period.	
3.	Qualification	Graduate / Postgraduate	
4.	Experience	Retired executives of Marketing & Sales (M&S) Discipline of E7 or E8 Grade or equivalent from PSUs/autonomous organization of Central/State Govt., Officers of equivalent rank and above of Central/State Government (Non-clerical) & members of National level professional Institutions, having sound exposure to domestic and international coal market. The candidate should have at least three (03) years of working experience at Corporate level, with expertise in commercial matters and customer relationship management.	
5.	Broad Job Description	The Advisor (Marketing & Sales) will support planning, formulation, and execution of marketing and sales strategies in line with MoC/CIL policies, including coal linkages under NCDP/SHAKTI Policy, e-auctions, and other coal sale mechanisms. The role involves coordination with Railways to improve rake availability and addressing key bottlenecks related to logistics, rake availability, underloading/overloading, and optimal utilisation of transport modes for coal dispatch. The Advisor will assist in dispatch planning, sales strategy, pricing, and commercial decision-making, identify new domestic and export consumers, and suggest improvements in marketing and sales operations through market research, competition analysis, demand assessment, revenue realisation, and consumer grievance redressal. The role also includes eliminating non-value-adding activities, advising on optimal resource deployment, strengthening departmental capacity through best practices and improved MIS, simplifying workflows, and acting as a Change Agent by undertaking specific projects and assignments as entrusted by Management.	
6.	Headquarters on Appointment	MCL HQ Sambalpur.	
7.	Consolidated monthly compensation/ honorarium & other benefits	(I) Consolidated Monthly Compensation/ Honorarium	Monthly Remuneration as prescribed in CIL Policy for each compensation/ Monthly grade
		(II) Conveyance Charges	Company shall provide Conveyance for full time Advisors as per availability. However, where conveyance is not provided, they shall be eligible for 5% of consolidated pay per month as conveyance charge.

		<p>(III) Accommodation Facility</p> <table border="1"> <tr> <td>For X Class Cities</td><td>30% of Consolidated Pay per month.</td></tr> <tr> <td>For Y Class Cities</td><td>20% of Consolidated Pay per month.</td></tr> <tr> <td>For Z Class Cities</td><td>10% of Consolidated Pay per month.</td></tr> </table> <p>The classification of the Cities for this purpose would be as per classification of Cities as circulated by DoE vide OM dated 07.07.2017. In the event of Company's accommodation, the house rent, as applicable to Executives on roll, will be recovered.</p>	For X Class Cities	30% of Consolidated Pay per month.	For Y Class Cities	20% of Consolidated Pay per month.	For Z Class Cities	10% of Consolidated Pay per month.
For X Class Cities	30% of Consolidated Pay per month.							
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For Z Class Cities	10% of Consolidated Pay per month.							
		<p>(IV) Re-imbursement for Mobile Telephones</p> <p>(V) Medical</p> <p>(VI) Leave</p> <p>(VII) TA/DA</p>						
		<p>Re-imbursement for the use of mobile telephones based on the actual bills or Rs.750/- p.m. whichever is less.</p> <p>All executives of CIL covered under the Post Retiral Medical Benefits Scheme will continue to be governed by the said scheme. Those appointed, who were not under the roll of CIL, will be given the same coverage of benefit, if they are not covered under any post retiral medical scheme.</p> <p>The Advisor shall be entitled for paid leave of 15 days in every six months in addition to the paid holidays in the establishment. The paid leave shall be regulated as per the provisions of EL (Earned leave) applicable to the Executive cadre employees under the CIL Executive Leave Rules. However, the paid leave admissible as above are not encashable. The accumulated leave shall stand lapsed on the expiry of each period of engagement of an Advisor.</p> <p>TA/DA and other boarding/lodging charges shall be payable as per entitlement applicable to the existing executives of equal grades whenever tours are undertaken for the jobs related to assignment.</p>						
8.	Terms and conditions	<p>a) The engagement of Advisor shall be subject to Medical fitness to be certified by Company/Govt. Medical officer.</p> <p>b) Notice period for termination of contract – one month's notice or consolidated compensation amount from either side.</p> <p>c) Secrecy: The Advisors will maintain secrecy/confidentiality in respect of information/documents/ materials etc as per extant CIL policy/scheme.</p> <p>d) Prohibition on other Full time Engagement – Advisor shall not accept any full time appointment or post, whether advisory or administrative, in any other Firm or Company during the period of their engagement with CIL and its Subsidiaries.</p> <p>e) The Company reserves the right to withdraw or modify this notification anytime without assigning any reason.</p> <p>f) Tax/GST – Will be applicable as per rule. (In case payment of GST is required, then the same shall be re-imbursed on production of proof of such payment).</p> <p>g) Other terms and conditions will be as per CIL's policy in vogue.</p>						
9.	Selection Process	The applicants fulfilling eligibility criteria and other conditions as per notification shall be shortlisted and invited for interview for final selection. No TA will be paid to any candidate for appearing in interview/selection process.						

Interested candidates fulfilling the above criteria may submit their resume in the prescribed **Application Format (Annexure-'A')** along with the following self-attested documents:-

1. Proof of Age (Matriculation certificate)
2. Superannuation notice/order
3. Certificates of qualification
4. Documents in support of experience

The application in prescribed format along with self-attested copies of required documents may be sent to the office of the **General Manager(HR-EE), Executive Establishment Deptt., MCL HQ, At/PO: Jagriti Vihar, Dist: Sambalpur – 768020, Odisha**, in the email id [gm-ee.mcl@coalindia.in](mailto:gm-ee.mcl@coalindia.in) , latest by **16.02.2026 by 5:00 PM**

The incomplete applications in any respect will be liable for rejection.

**Important Points :-**

1. The applications received after the last date of submission will not be entertained.
2. MCL reserves the right to change the number of vacancies and cancel/restrict/modify/alter the engagement process, if required, without issuing any further notice or assigning any reason thereof. Any modifications/ amendments in this notification will be given in MCL website only.
3. All correspondences with the candidate shall be made through email as given in the application. However, important information will also be available at MCL's website.
4. MCL reserves the right to short-list candidates for interview/selection process. No TA will be paid to any candidate for appearing interview/selection process.

*Om Prakash*  
General Manager(HR-EE),  
MCL HQ., Jagriti Vihar,  
Burla, Sambalpur.

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**APPLICATION FORMAT**  
**For the post of Advisor(M&S) in Mahanadi Coalfields Limited**

1. Name (in block letter) :
2. EIS No. (if retired from CIL) :
3. Father's Name :
4. Present address for communication :
  
5. Contact no. A) Telephone B) Mobile :
6. Email ID :
7. Permanent Address :
8. Caste (Gen/SC/ST/OBC) :
9. Date of Birth (Enclose self-attested copy of Matriculation Certificate) :
10. Educational/ Professional Qualifications (Enclose self-attested copies)

PHOTO (Self Attested)
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Sl.No.	Qualification	University/ Institute	Year of Passing

11. Experience (Enclose copies in support)

12. Details as prescribed below :

Organisation/ Dept./ Company previously worked in	Last Post held	Grade	Last pay drawn with Grade Pay (where applicable)	Discipline	Period (from/till)	Remarks

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13. Special Achievement (if any)

14. Details of Vigilance/Departmental Case or Court case (if pending):

15. Date of Superannuation (Enclose self-attested copy of superannuation notice)

16. Any other information relevant to the post

**CERTIFICATE**

I certify that the information/documents provided herein above are true to the best of my knowledge. In case, any of the information/documents are found to be incorrect/false at any stage then my candidature/appointment will be liable to be cancelled. I have read the detailed advertisement / notification, qualify towards eligibility conditions for the post, I am applying.

Signature of the candidate with date

List of Enclosures :-

1.

2.

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**(For Newspaper Publication)**

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Date: 02-02-2026

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**The last date of receipt of Application Form is 16-02-2026 upto 5.00 PM.**

Application format can be downloaded from the website. Duly filled in application along with attested copies of all relevant documents are to be sent by the applicant to the General Manager(Pers/EE), Mahanadi Coalfields Ltd., At/PO: Jagriti Vihar, Burla, Dist: Sambalpur – 768020, Odisha, in the email id [gm-ee.mcl@coalindia.in](mailto:gm-ee.mcl@coalindia.in)

  
General Manager(HR-EE),  
MCL HQ., Jagruti Vihar,  
Burla, Sambalpur.

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