NLC India Limited

('Navratna' - Government of India Enterprise)

RECRUITMENT CELL / HR DEPARTMENT / CORPORATE OFFICE

Block-1, Neyveli-607 801, Cuddalore District, Tamil Nadu

Advt.No:11/2026

NLC India Limited (NLCIL), a premier 'NAVRATNA' Public Sector Enterprise with an Annual Turnover (Consolidated) of INR. 17,490 Crores (FY. 2025-26) is spreading its wings in the frontiers of Mining (Lignite & Coal), Thermal Power Generation and Renewable Energy. The Corporate Plan of the Company has many ambitious expansion schemes for massive capacity augmentation in the years to come. To add to its strength and fuel its growth, the Company is looking for talents in various grades & disciplines for its units, offices and facilities located in Neyveli (Tamil Nadu), Barsingsar (Rajasthan), Talabira (Odisha), South Pachwara (Jharkhand) and other locations of Solar / Wind Power Projects / Mineral Exploration Projects / Sites in various states including its subsidiaries and Joint Ventures at Tuticorin (NTPL), Tamil Nadu & Ghatampur (NUPPL), Uttar Pradesh.

1.0 POST, GRADE, NUMBER OF VACANCIES & RESERVATION, EDUCATIONAL QUALIFICATION & EXPERIENCE REQUIREMENTS:

S. No	Post / Grade	No of Vacancies and Reservation	Minimum Educational Qualification	Length & Area of Post Qualification Work Experience in the relevant discipline #
Mechanical (Thermal)				
(a)	(b)	(c)	(d)	(e)
1	Deputy General Manager (Mechanical) [E7 Grade]	1 (ST-1)	Full time or Part-time Bachelor Degree in Mechanical / Mechanical & Production / Industrial and Production Engineering / Production Engineering.	**Length of Post qualification experience:** 19 Years. **Area of Post Qualification Experience:** Out of Total 19 years of post-qualification experience in power sector organizations, minimum 5 years' experience shall be in Construction / Erection /Commissioning / Execution of Coal or Lignite based Thermal Power Projects with Individual Unit Capacity of 500 MW or above. **Preferable:** Experience in Mechanical execution of thermal power projects in Individual Unit capacity of 500MW or above (including Super Critical Boilers) is preferable.
2	Executive Engineer (Mechanical) [E4 Grade]	7 (UR-3; EWS-1; OBC-1; SC-1; ST-1) 01 b) D, HH 03* b) D, HH 01* c) OA, OL, Dw, AAV 01* d) SLD, MI		**Length of Post qualification experience:** 05 Years **Area of Post Qualification Experience:** In the area of Power Station Design/ EPC Contract / Construction / Erection / Commissioning / Operation / Maintenance in Coal or Lignite based Thermal Power Stations with Individual Unit Capacity of 200 MW & Above. **Preferable:** Experience in above area in Coal / Lignite based Thermal Power Station with Individual Unit capacity of 500 MW or above preferably with experience in Super Critical Units hands on Desk Operations.
Mechanical (Mines)				
(a)	(b)	(c)	(d)	(e)
1	Executive Engineer (Mechanical) [E4 Grade]	40 (UR-11; EWS-4; OBC-9; SC-7; ST-9)	Full time or Part-time Bachelor Degree in Mechanical / Mechanical & Production / Industrial and Production Engineering / Production Engineering.	**Length of Post qualification experience: 05 Years** **Area of Post qualification experience:** Post-qualification experience in an Opencast / Underground Mine. (OR) Post-qualification experience in erection / commissioning / maintenance of Heavy Earth Moving Machinery (HEMM) / Specialized Mining Equipment (SME) used in mining operations or Coal Handling Plant (CHP) / Ore Handling Plant (OHP) in any industry. **Preferable:** Knowledge in SAP / processing works contract / material management / repairs and maintenance activities / planning and scheduling of maintenance activities / condition monitoring of HEMM.

Mechanical (Projects)				
(a)	(b)	(c)	(d)	(e)
1	Executive Engineer (Mechanical) [E4 Grade]	04 (UR-1; OBC-1; SC-1; ST-1)	Full time or Part-time Bachelor Degree in Mechanical / Mechanical & Production / Industrial and Production Engineering / Production Engineering.	**Length of Post qualification experience:** 05 Years **Area of Post qualification Experience:** Out of Total 05 years of post-qualification experience in the Thermal Power Plant/Mines/Renewable sector, minimum 03 years' experience should be in Materials Management (Procurement of goods & services/ stores/logistics/ Purchase & Contracts) in the field of Thermal power plant/Mines /renewable Energy project. Combined Experience in Thermal Power Plant/Mines/Renewable sector is also considered.
Electrical (Thermal)				
(a)	(b)	(c)	(d)	(e)
1	Deputy General Manager (Electrical) [E7 Grade]	1 (OBC-1)	Full time or Part-time Bachelor Degree in Electrical / Electrical & Electronics / Power Engineering / Electrical, Instrumentation & Control / Power Systems Engineering / Power Systems & High Voltage Engineering / Electronics & Power / Power Electronics / Power Plant Engineering / Energy Engineering.	**Length of Post qualification experience:** 19 Years **Area of Post Qualification Experience:** Out of Total 19 years of post-qualification experience in power sector organizations, minimum 5 years' experience shall be in Construction / Erection /Commissioning of Electrical Equipment's / Systems in Coal or Lignite based Thermal Power Projects with Individual Unit Capacity of 500 MW or above. **Preferable:** Preference will be given to the candidates with experience in construction / Erection/ Commissioning of Electrical system of 220KV or above in Thermal Power projects.
2	Executive Engineer (Electrical) [E4 Grade]	6 (UR-3; OBC-1; SC-1; ST-1) 01* b) D, HH 01* d) SLD, MI	Full time or Part-time Bachelor Degree in Electrical / Electrical & Electronics / Power Engineering / Electrical, Instrumentation & Control / Power Systems Engineering / Power Systems & High Voltage Engineering / Electronics & Power / Power Electronics / Power Plant Engineering / Energy Engineering.	**Length of Post qualification experience:** 05 Years **Area of Post Qualification Experience:** In the area of Power Station Design/ EPC Contract /Construction / Erection / Commissioning / Operation / Maintenance of Electrical Equipment's / Systems in Coal or Lignite based Thermal Power Stations with Individual Unit Capacity of 200 MW & Above. **Preferable:** Experience in above area in Coal / Lignite based Thermal Power Stations with Individual Units Capacity of 500 MW or above preferably with experience in Super Critical Units hands on Desk Operations.
Electrical (Mines)				
(a)	(b)	(c)	(d)	(e)
1	Executive Engineer (Electrical) [E4 Grade]	20 (UR-8; EWS-2; OBC-3; SC-3; ST-4)	Full time or Part-time Bachelor Degree in Electrical / Electrical & Electronics / Power Engineering / Electrical, Instrumentation & Control / Power Systems Engineering / Power Systems & High Voltage Engineering / Electronics & Power / Power Electronics / Power Plant Engineering / Energy Engineering.	**Length of Post qualification experience:** 05 Years **Area of Post qualification experience:** Post qualification experience in Opencast / Underground Mine and having exposure in planning, erection, commission / operation / maintenance of HT and LT Supply cables / Switch gears / PLC panels, Drives, Motors / HT / LT panel. **Preferable:** Knowledge in SAP and other computer applications.

Electrical (Projects)				
(a)	(b)	(c)	(d)	(e)
1	Executive Engineer (Electrical) [E4 Grade]	03 (UR-1; SC-1; ST-1) 01 c) OA, OL, BL, OAL, CP, LC, Dw, AAV	Full time or Part-time Bachelor Degree in Electrical/ Electrical & Electronics / Power Engineering/ Electrical, Instrumentation & Control/Power Systems Engineering / Power Systems & High Voltage Engineering / Electronics & Power / Power Electronics / Power Plant Engineering / Energy Engineering.	**Length of Post qualification experience:** 05 Years **Area of Post Qualification Experience:** Out of Total 05 years of post-qualification experience in the Thermal Power Plant/Mines/Renewable sector, minimum 03 years' experience should be in Materials Management (Procurement of goods & services/ stores/logistics/ Purchase & Contracts) in the field of Thermal power plant/Mines /renewable Energy project. Combined Experience in Thermal Power Plant/Mines/Renewable sector is also considered.

Civil (Thermal)				
(a)	(b)	(c)	(d)	(e)
1	Deputy General Manager (Civil) [E7 Grade]	2 (OBC-1; ST-1)	Full time or Part-time Bachelor Degree in Civil / Civil & Structural Engineering.	**Length of Post qualification experience:** 19 Years **Area of Post qualification experience:** Out of Total 19 years post qualification experience in power sector organizations with Individual Unit Capacity of 200MW & above, minimum 5 years' experience shall be in planning, construction and execution of power projects. **Preferable:** Preference will be given to the candidates with experience in handling EPC contract or/and Construction/Erection and Commissioning of Chimney/Cooling Tower/FGD at Thermal Power Projects.
2	Executive Engineer (Civil) [E4 Grade]	5 (UR-2; OBC-1; SC-1; ST-1) 01* b) D, HH	Full time or Part-time Bachelor Degree in Civil / Civil & Structural Engineering.	**Length of Post qualification experience:** 05 Years **Area of Post qualification experience:** In area of Civil Works in Construction / Erection/ Maintenance in Coal or Lignite Thermal Power Station with Individual Unit Capacity of 200MW & above. **Preferable:** Handling EPC Contract, Chimney/Cooling Tower/ FGD construction, Experience in refractories / sewage treatment & ancillary services maintenance in Thermal Power Station is preferable.

Civil (Mines)				
(a)	(b)	(c)	(d)	(e)
1	Executive Engineer (Civil) [E4 Grade]	08 (UR-1; EWS-1; OBC-2; SC-2; ST-2)	Full time or Part-time Bachelor Degree in Civil / Civil & Structural Engineering.	**Length of Post qualification experience:** 05 Years **Area of Post qualification experience:** Post qualification experience in civil works like construction and maintenance of buildings / yards / retaining walls / roads / bridges / water supply & sewage systems. (OR) Post qualification experience in civil works like construction and maintenance of Mine drains / buildings / roads /culverts / reclamation / afforestation and environmental activities in Opencast / Underground Mine. **Preferable:** Knowledge in SAP, computer aided design/3D modelling tools, Structural Finite Element Analysis (FEA) software, conventional mining equipment and experience in crisis management.

Civil (Projects)				
(a)	(b)	(c)	(d)	(e)
1	Executive Engineer (Civil) - I [E4 Grade]	01 (OBC-1)	Full time or Part-time Bachelor Degree in Civil / Civil & Structural Engineering.	**Length of Post qualification experience**: 05 Years **Area of Post qualification experience:** Out of Total 05 years post qualification Experience Minimum 03 years post qualification experience in civil works like construction and maintenance of buildings/ yards/ retaining walls/Bridges / Dams/ Culverts/ roads / Water Supply & Sewage Systems. Remaining 2 years' experience in any field of Civil Engineering.
2	Executive Engineer (Civil) - II [E4 Grade]	01 (UR-1)		**Length of Post qualification experience:** 05 Years **Area of Post qualification experience:** Out of Total 05 years post-qualification experience in the Thermal Power Plant/Mines/Renewable sector, minimum 03 years' experience should be in Materials Management (Procurement of goods & services/ stores/logistics/ Purchase & Contracts) in the field of Thermal power plant/Mines /renewable Energy project. Combined Experience in Thermal Power Plant/Mines/Renewable sector is also considered.
Control & Instrumentation (Thermal)				
(a)	(b)	(c)	(d)	(e)
1	Executive Engineer (Control & Instrumentation) [E4 Grade]	04 (UR-3; ST-1) 01* b) D, HH 01* c) OL, CP, LC, Dw, AAV	Full Time / Part Time Bachelor degree in Instrumentation Engineering /Electronics & Instrumentation Engineering /Instrumentation & Control Engineering /Applied Electronics & Instrumentation Engineering.	**Length of Post qualification experience:** 05 Years. **Area of Post Qualification Experience:** In the area of Power Station Design /Construction /Erection/ Commissioning / Operation & Maintenance of C&I Systems in Coal /Lignite based Thermal Stations with Individual Unit Capacity of 200 MW & above. **Preferable:** Experience in the above mentioned area in CFBC Boilers of Individual Unit Capacity of 125 MW and above or in Individual Unit Capacity of 500MW Capacity or above including Super Critical Thermal Power Stations, experience in R&M works, Retrofitting DCS Works.
Environmental Engineering (Mines)				
(a)	(b)	(c)	(d)	(e)
1	Executive Engineer (Environmental Engineering) [E4 Grade]	02 (OBC-1; ST-1)	Full time or Part-time Bachelor Degree in Environmental Engineering (or) Bachelor Degree in Energy & Environmental Engineering (or) Any Engineering Degree with PG Degree / Diploma in Environmental Engineering / Environmental Science & Technology	**Length of Post qualification experience:** 05 Years **Area of Post qualification experience:** Experience in any Opencast Mine having excavation capacity of not less than 2.5 Mm3 (Million Cubic Meter) / Underground Mine or State / Central Pollution Control Board/ Consultancy and looking after environmental aspects / EIA Reporting and drafting, Handling Statutory/ Non-Statutory Compliances, Prepare, review & update environmental investigation reports / knowledge of current Environmental rules & regulation of MoC, MoEFCC & its compliances.
Scientific (Thermal)				
(a)	(b)	(c)	(d)	(e)
1	Assistant Executive Manager (Scientific) [E2 Grade]	05 (UR-2; OBC-1; SC-1; ST-1)	Full time or Part-time M.Sc. in Chemistry / Analytical Chemistry / Organic Chemistry / Inorganic Chemistry /Physical Chemistry.	**Length of Post qualification experience:** 04 Years **Area of Post qualification experience:** In the area of R & D Experience / Analytical Experience in Chemistry in Fuel Laboratory / Water Laboratory / Water chemistry and water treatment of Thermal Power Plant, Fuel Sampling, Lube Oil Analysis. Preference shall be given to candidates with experience in once through / supercritical boiler chemistry operations, experience in oxygenated water treatment and experience in desalination plant operations. **Preferable:** Experience in research / Laboratory / Industry / related to Fuels / Lignite / Coal with as evidenced by patents / publications in reputed journals. Experience in Analysis of Coal / Lignite and other fuels using related advanced analytical / R&D Equipment.

Scientific (Projects)				
(a)	(b)	(c)	(d)	(e)
1	Assistant Executive Manager (Scientific) [E2 Grade]	04 (UR-2; OBC-1; SC-1)	Full time or Part-time M.Sc. in Chemistry / Analytical Chemistry / Organic Chemistry / Inorganic Chemistry /Physical Chemistry.	**Length of Post qualification experience:** 04 Years. **Area of Post qualification experience:** In the area of R&D Experience /Analytical Experience in Chemistry in Fuel Laboratory/Water Laboratory/ Water chemistry and water treatment of Thermal Power Plant, Fuel Sampling, Lube Oil Analysis. **Preferable:** Experience in research /Laboratory / Industry/related to Fuels/Lignite/Coal with as evidenced by patents/ publications in reputed journals. Experience in Analysis of Coal/ Lignite and other fuels using related advanced analytical/R&D Equipment.
Chemical (Thermal)				
(a)	(b)	(c)	(d)	(e)
1	Executive Engineer (Chemical) [E4 Grade]	04 (UR-1; OBC-1; SC-1; ST-1)	Full Time / Part-Time Bachelor Degree in Chemical Engineering.	**Length of Post qualification experience:** 05 Years **Area of Post Qualification Experience:** In the area of R&D Experience / Analytical Experience in Chemistry in Fuel Laboratory / Water Laboratory and Water Treatment of Thermal Power Plant, Fuel Sampling, Lube Oil Analysis. Preference will be given to candidates with experience in Super Critical Boilers Chemistry Operations, Experience in oxygenated water treatment and experience in desalination plant operations. The area of experience in analysis of Coal / Lignite is desirable.
Chemical (Projects)				
(a)	(b)	(c)	(d)	(e)
1	Executive Engineer (Chemical) [E4 Grade]	01 (UR-1)	Full Time / Part-Time Bachelor Degree in Chemical Engineering.	**Length of Post qualification experience:** 05 Years **Area of Post Qualification Experience:** Post-qualification experience in commissioning, operation and maintenance of chemical process plants/petrochemical plants/hydrogen production facilities/ Industrial gas handling/gas separation & purification systems/ associated process equipment.
Mining				
(a)	(b)	(c)	(d)	(e)
1	Executive Engineer (Mining) [E4 Grade]	12 (UR-5; EWS-1; OBC-3; SC-1; ST-2)	1. Full time /Part-time Degree in Mining Engineering from a recognised institute; and 2. Possession of First Class Mine Manager Certificate of Competency under Coal Mine Regulations, 2017.	**Length of Post qualification experience:** 05 Years. **Area of Post qualification experience:** Post qualification experience in Opencast / underground mine. **Preferable:** Knowledge in SAP / processing works contract / Material management.

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Safety (Projects)				
(a)	(b)	(c)	(d)	(e)
1	Executive Engineer (Safety) [E4 Grade]	01 (UR-1)	i) Full Time Bachelor degree in Mechanical Engineering / Mechanical & Production Engineering / Electrical Engineering/ Electrical & Electronics Engineering/ Power Engineering/Civil Engineering/ Civil & Structural Engineering/Chemical Engineering/ Mining Engineering; and ii) Diploma in Industrial Safety conducted by any Institute under the Directorate General, Factory Advice Service and Labour Institutes (DGFASLI), Ministry of Labour and Employment, Government of India (or) Full Time Diploma in Industrial Safety with a duration of not less than one year awarded by any University incorporated under the Central or State Acts or Department of Technical Education or Board of Technical Education of any State / Union Territories / Government of India. Note: 1. Candidates not possessing Engineering Degree as at point (i) need not apply. 2. Diploma in Industrial Safety should have been completed after obtaining the Engineering degree in any of the branches mentioned above.	**Length of Post qualification experience:** 05 Years. **Area of Post qualification experience:** Out of Total 05 years post qualification Experience Minimum 03 years post qualification experience in the field of Thermal power plant/Mines as notified safety officer. Combined Experience in Thermal Power Plant/Mines is also considered. Remaining 2 years' experience in any field of Safety.

Human Resources				
(a)	(b)	(c)	(d)	(e)
1	Deputy Manager(HR) [E3 Grade]	**07** (UR-3; OBC-2; SC-1; ST-1) 01 d) SLD	(a) Degree in any Discipline and (b) Post Graduate Degree in Social Work / Business Administration / Business Management with Specialization in personnel Management / Industrial Relation / Labour Welfare (or) Post Graduate Degree / Diploma of minimum two year's duration in Personnel Management / Industrial Relation / HRM / Labour Welfare / Labour Management / Labour Administration / Labour Studies. Additional qualification of Degree in Law is desirable. **Note:** 1. Candidates not possessing Graduation / Degree need not apply. 2. Post Graduate Degree / Diploma should have been completed after obtaining a degree in any discipline. 3. Candidates whose PG Degree / Diploma Certificate does not indicate relevant specialization are required to produce any proof from the University / Institution in which studied, indicating the specialization in clear terms (or) Marks / Score Card in proof of having studied minimum of two subjects in Human Resource, (i.e.) in Personnel Management / Human Resource Management / Industrial Relations / Labour Welfare / Labour Management / Labour Administration / Labour Studies in the Final Year in case of non-semester pattern / in last two semesters in case of semester pattern.	**Length of Post qualification experience:** 01 Year. **Area of Post qualification experience:** Post-qualification experience in the areas of Human Resource/Personnel Management /Industrial Relations/ Labour welfare/ HRD. **Preferable:** Hands on exposure to SAP will be preferred.

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Legal				
(a)	(b)	(c)	(d)	(e)
1	Deputy Manager (Legal) [E3 Grade]	03 (UR- 3)	(a) Bachelor of Law Degree (3-Years or 5-years) (b) Should have enrolled as an Advocate with any State Bar Council in India.	**Length of Post qualification experience: 0**1 Year **Area of Post qualification experience:** (a) Post qualification experience for 1 year as practising advocate from the date of enrolment in handling matters relating to Labour & Service, Commercial Contracts, Taxation, Revenue matters, Land Acquisition, Arbitration and other civil laws, Drafting of Deeds, Conveyance pleadings, Legal scrutiny of title deeds and other security documents. (or) (b) Post qualification experience of 1 year in Legal Departments of State / Central PSUs / Nationalized Banks / Government or Listed companies. Candidates having combined experience for the stipulated period both (a) & (b) above will also be considered, subject to satisfying the other eligible criteria.
Security				
(a)	(b)	(c)	(d)	(e)
1	Additional Chief Manager (Security) [E6 Grade]	02 (UR-2)	Any Degree	Service in the rank of Major and above from the Indian Army or equivalent position held in Navy or Air Force with Direct exposure to Security management for a minimum period of 05 years. (Or) Commandant or above from CISF/ Police (Substantive) out of which, he shall have experience of minimum 05 years in an Industry. (Or) Commandant or above from other Para Military Force / CAPF with Direct exposure to security Management for a minimum period of 05 years. (Or) The Candidates should have held the position of Chief/ In charge of security in an Organization having the workforce of minimum 10,000 with the experience not less than 13 years in the executive position
2	Assistant Manager (Security) [E1 Grade]	01 (UR-1)	Any Degree	Service in the rank of Hon"ry lieutenant / Captain or equivalent before discharge from Armed Forces/CAPF. (Or) Experience as Executive / In Charge Security in an Organisation having the workforce of minimum 5000

*Carried forward Reservations of Advt.No.18/2024. If the suitable candidates from respective benchmark disabilities are not available then PwBD candidate of other benchmark disabilities may be considered by interchange of category among identified suitable benchmark disabilities and if no suitable PwBD person even by interchange of benchmark disabilities is available, the carried forward reservations will be filled up with other than a person with benchmarked disabilities as per DoPT/GoI directives.

Note – 1

Documentary proof in support of the candidates' experience, in the required "Area & Length of post qualification work experience" as prescribed at column (e) above, have to be uploaded online to establish their eligibility for the post.

#Any relevant document shall clearly indicate the name of the Site/Plant/Mines/Organization, Period of Experience, Nature of Duties performed and Handling of equipment's/Systems/Excavation capacity/Unit capacity/Compliances etc, wherever necessary.

The experience indicated under "Preferable" is only an additional desirable qualification and shall not be considered as a substitute for the notified post qualification work experience.

Note – 2

Reservation of Vacancies to PwBDs is horizontal reservation, as per DoPT/Govt. of India directives.

Note - 3

i) **Any other qualifications, which are regarded / classified as equivalent or having combination of branches other than the notified one will not be considered.**
ii) All qualifications should have been acquired from Indian Universities/Institutes recognized by AICTE or UGC or any other appropriate statutory authority in India.
iii) Any experience other than the notified area of experience will not be considered.
iv) Candidates who possess the notified eligibility criteria are only eligible to apply.

2.0 REQUIREMENTS IN ADDITION TO LENGTH OF POST QUALIFICATION EXPERIENCE AS PRESCRIBED AT PARA 1.0 ABOVE

2.1 Candidates from Private/Govt./PSE should be in employment at the time of application as well as at the time of Interview/ Selection and should get properly relieved from the current employer at the time of Joining.

2.2 Candidates working in Central Public Sector Enterprises / State Public Sector Enterprises / Central Government / State Governments / Public Sector Banks should possess minimum two years' experience in the immediate lower scale of pay or equivalent lower scale, out of the total length of post qualification experience required for the notified post(s) except for the post of Deputy Manager (HR) / Deputy Manager (Legal) E-3 grade, wherein candidates should possess minimum one-year experience in the immediate lower scale of pay or equivalent lower scale.

2.3 Candidates in the same / equivalent scale of pay pertaining to the notified post or in the higher scale of pay may also be considered. In that case, minimum 02 years' experience in the immediate lower scale of pay is not required.

2.4 Candidates must meet either of the above-mentioned criteria at Clause 2. 2 or 2.3 at the time of application as well as at the time of Interview/ Selection.

2.5 Candidates among the employees of NLCIL, should possess minimum 'One Year' experience in the immediate lower Scale of pay & immediate lower Designation out of the total length of post qualification experience required for all the above posts.

2.6 If a candidate changes employment sector / category (i.e ., from private to CPSE / State PSE / Central Govt. etc., or vice versa) after submitting the application, he / she must meet the eligibility criteria of the latter employment sector / category also at the time of Interview/Selection and should get properly relieved from the current employer at the time of Joining.

2.7 Candidates from Private Sector (including practicing advocates) at the time of making application as well as on the date of interview / selection, must be drawing a CTC as below:

2.7.1 not less than 50% of CTC of E-2/E-3/E-4 Grade (for E-2/E-3/E-4 grade notified posts respectively).
2.7.2 not less than 60% of CTC of E-6 Grade (for E-6 grade notified posts).
2.7.3 not less than 70% of CTC of E-7 Grade (for E-7 grade notified posts).

3.0 CRUCIAL DATE:

Crucial date for claim of SC/ ST/ OBC (NCL)/ EWS status for upper age limit, fee concession, reservation, Experience and for all the purposes of this Notification / Selection where not specified otherwise, will be the first of the month in which the notification is issued (i.e. 01/11/2026).

4.0 AGE LIMIT:

S.No.	Grade	Upper Age Limit in years (As on 01/11/2026) including relaxations			
		UR / EWS	OBC	SC	ST
1	E-7	52	55	57	57
2	E-6(ACM)	47	50	52	52
3	E-4	36	39	41	41
4	E-3	32	35	37	37
5	E-2	30	33	35	35
6	E-1	30	33	35	35

- Age Relaxation for OBC (Non-Creamy layer)/SC/ST / PwBD (Degree of Disability 40% & above)/Ex-Servicemen candidates will be as per Government of India guidelines and the same will be extended only if valid OBC (NCL) / SC / ST / Disability / Discharge Certificates are uploaded at the time of registration of application.
- Wherever there is no reservation for OBC(NCL)/SC/ST categories in a particular post, candidates belonging to OBC(NCL)/SC/ST categories applying against unreserved vacancies shall be considered under general standard of merit and no relaxation in age will be extended.
- Upper age limit is relaxable by 10 years for Persons with Bench Mark Disabilities as per Govt. of India guidelines. (in addition to relaxation entitled to OBC(NCL)/SC/ST categories wherever applicable)
- Relaxation for Ex-Servicemen (ESM) category candidates is as per extant Govt. of India guidelines.
- Upper age limit indicated above does not apply to employees currently on the rolls of NLCIL or its Subsidiary companies /Joint ventures. However, they should have minimum 02 years of remaining service as on crucial date.
- In all the cases of relaxation, maximum age limit is 58 years as on crucial date.

5.0 PAY SCALES, CTC& IMMEDIATE LOWER SCALES:

S.No.	Grade	Pay Scale	CTC per annum (in INR. Approx.) #	Lower Grade / Scale of Pay for Candidates from PSUs:
1	E-7	100000-260000	29.02 Lakhs	IDA Scale : 36600-62000(2007) 90000-240000(2017)
2	E-6	90000-240000	26.12 Lakhs	IDA Scale : 32900-58000(2007) 80000–220000(2017)
3	E-4	70000 – 200000	20.32 Lakhs	IDA Scale : 24900-50500(2007) 60000–180000(2017)
4	E-3	60000-180000	17.42 Lakhs	IDA Scale : 20600-46500(2007) 50000–160000(2017)
5	E-2	50000- 160000	14.50 Lakhs	IDA Scale : 16400-40500(2007) 40000–140000(2017)

In Addition to the CTC mentioned above, Performance Related Pay (Annually), Medical treatment for self & dependents and Group Insurance as per rules will be provided. Eligible type of residential accommodation (unfurnished) will be provided at standard rent in Company Townships subject to availability.

6.0 PROBATION: -

Selected candidates on appointment will be on probation for a period of one year from the date of joining the post notified above.

7.0 PLACE OF POSTING

Selected candidates are liable to be posted to any Unit/Area/Place under the control of NLC India Limited or any Joint Venture / Associate / Subsidiary Company of NLC India Limited located in different States / Union Territories of India.

8.0 RESERVATION& RELAXATION:

8.1 Reservation and relaxations for SC/ST/OBC (Non-Creamy Layer)/ EWS / PwBD (degree of disability 40% & above) & Ex-servicemen candidates will be as per Government of India guidelines.

8.2 SC/ST/PwBD/Ex-servicemen Candidates are exempted from payment of application fee. However, they have to pay a non- refundable amount of INR.354/- (inclusive of 18% GST) towards processing fee.

8.3 The Upper age limit is relaxable by 5 years for SC/ST, 3 years for OBC (Non-Creamy Layer), 10 Years for Persons with Benchmark Disabilities (degree of disability 40% and above) [13 years for PwBD-OBC & 15 years for PwBD-SC/ST]as per Govt. of India guidelines. For Ex-Servicemen as per extant Govt. of India guidelines. However, in all the cases of relaxation, maximum age limit is 58 years as on crucial date

8.4 Candidates who claim to belong to EWS / OBC (NCL) / SC/ST / PwBD/ Ex-Servicemen category should necessarily upload valid EWS / OBC (NCL) / SC/ST / Disability Certificate / Discharge Certificate, as the case may be, issued by the Competent Authority. Certificate formats can be downloaded from "Forms" tab in Careers Page of NLCIL website www.nlcindia.in.

8.5 Candidates belonging to OBC (NCL)/ SC/ST/EWS categories should meet the eligibility norms notified for UR category for consideration against unreserved (UR) vacancies. In other words, OBC (NCL)/SC/ST/EWS candidates applying against unreserved posts shall be considered under general standard of merit and no relaxations (except payment of application fee) shall be available for the candidates.

8.6 Candidates belonging to OBC "Creamy Layer" are not entitled to avail any concession otherwise extended to OBC (NCL) category. Such candidates have to indicate their category as UR.

8.7 Candidates belonging to OBC (Non Creamy Layer) category should upload latest OBC (NCL) certificate in the prescribed format (applicable for purpose of reservation in appointment to posts under Government of India as contained in DOPT Memo No.36036/2/2013- Estt. (Res.) dated 30-05-2014) obtained on or after 01.04.2026 from competent authority.

8.8 Candidates belonging to Economically Weaker Sections (EWS) should upload latest Income & Asset certificate issued on or after 01.04.2026 by the competent authority as per OM No.36039/1/2019-Estt (Res) dated 31.01.19 of DoPT, Ministry of PPG&P, Govt. of India.

8.9 PwBD candidates should possess valid disability certificate / UD ID Card issued by a Competent Authority as prescribed vide The Rights of Persons with Disabilities Act, 2016 (RPWD Act, 2016). Such certificate shall be subject to verification/re-verification as may be decided by the Board/ competent authority.

8.10 Category (UR/EWS/SC/ST/OBC (NCL)/PwBD/Ex-servicemen) once filled in the online application form will not be changed and no benefit of other category will be admissible later on.

8.11 Wherever there is no reservation for Persons with Benchmark Disabilities, PwBD candidates are allowed to apply as General candidates subject to the posts having been identified suitable for such disabilities. The Department of Empowerment of Persons with Disabilities, Ministry of Social Justice and Empowerment have identified the jobs/posts suitable to be held by persons with benchmark disabilities and the physical requirement for all such jobs/posts vide their Gazette Notification Dt.4th January 2021. The categories of PwBD candidates who are eligible to apply for the post is given in Annexure-I.

9.0 METHOD OF SELECTION:

9.1 **For Legal Discipline:**

9.1.1 Selection will be based on Written Test (80 marks) through CBT for evaluation of Professional Knowledge, followed by Personal Interview (20 marks).

9.1.2 The minimum qualifying marks in Written Test (CBT) is 50%. No minimum Qualifying marks in Personal Interview. Relaxation in minimum qualifying marks shall not apply for SC/ST/OBC (NCL) candidates considered under UR category.

9.1.3 Candidates who qualify the Written Test (CBT) will only be permitted to attend Personal Interview based on short-listing criteria (1:6) followed by scrutiny of applications.

9.1.4 The Final selection shall be in the order of merit based on the total marks scored by the candidates out of 100 marks, (i.e.) sum of marks scored in Written Test (CBT) (80 Marks) and Personal Interview (20 Marks), ensuring due reservation.

9.2 **For other Disciplines (Except Legal Discipline):**

9.2.1 Selection will be based on Personal Interview.

9.2.2 In case of higher response for any particular post (>1:6), management reserves the right to conduct Screening Test.

9.2.3 Candidates who qualify the Screening Test (CBT) will be permitted to attend Personal Interview based on short-listing criteria (1:6) followed by scrutiny of applications. (in case of applications > 1:6)

9.2.4 In case of lower response for any particular post (<1:6), Selection will be only be based on Personal Interview after scrutiny of applications.

9.2.5 The minimum qualifying marks in the personal interview shall be 50% of prescribed score for UR / EWS candidates and 40% in the case of SC/ST/OBC (NCL)/PwBD candidates against the reserved posts. Relaxation in minimum qualifying marks shall not apply for SC/ST/OBC (NCL) candidates considered under UR category.

9.2.6 The final selection of candidates shall be in the order of merit based on the marks scored by the candidates in the Personal Interview, subject to scoring the minimum qualifying marks prescribed, ensuring due reservation.

10.0 MEDICAL FITNESS: -

Every provisionally selected candidate, prior to being appointed for the post, is required to undergo Pre-Employment Medical examination as per the prescribed health standards of NLCIL by the Company's Medical Officer and subject to being found Medically Fit, prescribed for the post.

11.0 GENERAL CONDITIONS:

11.1 Only Indian Nationals are eligible to apply.

11.2 All qualifications should have been acquired from Indian Universities/Institutes recognized by AICTE or UGC or any other appropriate statutory authority in India.

11.3 **Candidates from State PSEs / Central PSEs / Government / Quasi Government/Public Sector Banks, should produce No Objection Certificate (NOC) at the time of document verification/selection, otherwise they will not be permitted to attend interview.**

11.4 Depending on the response and requirement, NLCIL reserves the right to raise / relax the eligibility conditions.

11.5 NLCIL reserves the right not to fill up any or all the posts notified at its discretion and vacancies may also be increased / decreased depending upon organizational requirements.

11.6 Candidates are informed that mere submission of applications shall not give them any right to be called for selection.

11.7 Only Candidates attending for Personal Interview, are eligible for reimbursement of travelling expenses (II class sleeper Train / Bus fare for E-1/E-2 Grade; A/C 2 Tier Sleeper / I Class Non-A/C in any train / Bus fare for E-3/E-4/E-6 Grade; A/C I Class in any train /Bus fare or Economy class by Air for E-7 Grade for their travel from the Communication address to the Selection / Interview venue by the shortest route. Reimbursement of travelling expenses shall be made only on production of ticket / proof for travel (Train ticket / Bus ticket / Boarding Pass) and NOC (incase of candidates from State PSEs / Central PSEs / State Government / Central Government/Quasi Government/Public Sector Banks/Public Sector Insurance companies).

11.8 **Candidates will be called for selection based on Self certified information along with copies of testimonials uploaded by them. They should produce the original documents, in support of their meeting eligibility conditions, at the time of Document verification, failing which such candidates will not be permitted to appear for the interview and Travelling Allowance will not be reimbursed to them.**

11.9 **Candidates Claiming SC/ST/OBC (NCL)/EWS/PwBD reservation must upload the valid community certificate at the time of submission of applications, failing which their candidature will be rejected.**

11.10 Candidates already removed / terminated / deserted their employment from NLCIL will not be considered.

11.11 Persons already resigned from NLCIL may also apply, subject to fulfilling the notified eligibility criteria.

11.12 A candidate who has availed Voluntary Retirement (VR) from CPSE/PSU/State PSU/Central Govt./State Govt./Public Sector Banks/ Public Sector Insurance companies and having received ex-gratia payment as VR compensation can also apply provided that he/she is prepared to repay/return the VRS compensation to the PSU/applicable organization from where he/she has received such compensation to the extent required as laid down in the VR scheme/relieving letter and other Govt. rules as applicable at the time of VR. If such candidate who has got VR is selected by NLCIL the appointment order would be sent to such person only after getting clearance from the PSU/ applicable organization concerned about the repayment of ex-gratia compensation. Further, all instructions/guidelines of Government of India issued in respect of VRS will also apply apart from the above.

11.13 NLCIL reserves the right to cancel/ restrict/ modify /reopen /alter the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof.

11.14 If the SC/ST/OBC (NCL)/ EWS/Disability certificate has been issued in a language other than English/ Hindi, the candidates should submit a self-certified translated copy of the same either in English or Hindi.

11.15 Candidature of a registered applicant is liable to be rejected at any stage of the recruitment process and the candidate's employment is liable to be terminated/cancelled after recruitment, on or after joining, if;

11.15.1 Any information or document submitted by the candidate is found to be false, forged, fabricated, incorrect or misleading; or

11.15.2 The candidate has suppressed any relevant or material information; or

11.15.3 The candidate is not found to be in conformity with the eligibility criteria prescribed in the advertisement.

11.16 NLCIL reserves the right to verify the genuineness and correctness of the information and documents furnished by the candidate at any stage, including after joining the services of the Company. If any such discrepancy or violation is established, NLCIL reserves the right to take appropriate action, including termination of services and initiation of civil/criminal proceedings, as permissible under applicable law.

11.17 Candidates may email to help.recruitment@nlcindia.in for any queries/clarifications. Candidates are hereby advised not to contact telephone numbers of any other officials / divisions.

12.0 HOW TO APPLY?

12.1 Candidates should apply only through online mode in NLC India Limited website www.nlcindia.in.

12.2 Before registering / applying online, the candidates should ensure that they have mobile number and valid & active personal email ID and keep them active for the entire duration of selection as NLCIL will send all selection related communications only through SMS / email till the selection process is completed.

12.3 Candidates have to upload required scanned copies of documents / certificates in prescribed format to establish their eligibility, failing which the application is liable for rejection.

12.4 Candidates applying for more than one post should apply with unique email ID and submit separate Registration-cum-Application Form & receipt for fee along with the requisite enclosures for each post.

12.5 Candidates should submit single application only for any post. In case of multiple applications / registrations for any post, the last registered application shall only be considered.

12.6 Candidates should ensure that they have uploaded the required documents before submitting applications. For their benefit, after uploading a document, "View Document" option will be provided in the online portal to verify.

12.7 After payment of required application Fee & uploading required documents / certificates candidates should submit their application through ONLINE, candidates should take a print out of registration-cum-application form and produce it along with self-attested copies of certificates / documents, at the time of Document / Certificate verification.

12.8 Scrutiny of applications to shortlist candidates for Selection will be solely based on documents / certificates uploaded by the candidates at the time of submission of application through ONLINE.

12.9 **No manual / Email/ paper applications will be entertained and candidates are advised not to send any hard copy to this office.**

12.10 The Online application portal for registration will be active from 10:00 hours on 20/11/2026 to 17:00 hours on 19/12/2026.

13.0 PAYMENT OF APPLICATION FEE:

13.1 Candidates are required to pay a non-refundable amount of INR.854/- [INR 500/-towards Application fee plus INR 354/- (inclusive of 18% GST) towards Processing fee] through ONLINE, using State Bank of India E-Collect facility available at www.onlinesbi.com.

13.2 Candidates belonging to SC/ST/PwBD& Ex-Servicemen categories are exempted from paying application fee. However, they have to pay a non- refundable amount of INR.354/- (inclusive of 18% GST) towards processing fee.

Category	Application Fees	Processing Fees	Total Fees
UR / EWS / OBC (NCL)candidates	INR 500 / -	INR 354/- [INR 300/- plus INR 54/- (18% GST)]	**INR 854/-**
SC /ST / PwBD/ Ex-servicemen candidates	Exempted	INR 354/- [INR 300/- plus INR 54/-(18% GST)]	**INR 354/-**

13.3 The application fee mentioned above does not include service charges or any other charges that bank may levy.

13.4 The amount paid towards application fee / processing fee will not be refunded in any circumstances.

13.5 Detailed instructions for making online payment are available in login page of NLCIL Online Application Portal.

13.6 **The following documents are mandatory at the time of application as well as Document Verification. In case the candidate is unable to produce, the requisite document at any stage, the candidature shall be summarily rejected.**

Sl. No.	Documents
1	Proof of Date of Birth (Birth Certificate (or) SSLC / Matriculation Mark Sheet).
2	Copy of AADHAAR Card

Sl. No.	Documents
3	Proof for possessing notified Qualifications: **Provisional Certificate [or] Degree / Post Graduate Degree/ Post Graduate Diploma/ Membership Certificate(s)/Bar council enrollment certificate/Medical registration certificate** in chronological order *(Including SSLC / HSC/Diploma certificates)*
4	Consolidated or Semester wise Mark Sheet(s) in chronological order for all above qualifications, as applicable.
5	Copy of Experience Certificate(s), from the present / previous employer(s) in support of notified post qualification work experience. (In Chronological order). Candidates have to upload documentary proof in support of their experience in the required "Length & Area of post qualification work experience[including fuel type(coal/lignite)/ mine type (opencast/ underground), individual unit (mw) capacity, Plant location, annual turnover etc.]" as prescribed at para 1.0 (e), to establish their eligibility for the post.
6	Candidates from Private Sector, have to upload documentary proof in support of their CTC (Copy of last 6 months Pay Slips, Pay Certificate issued by Competent Authority in company's letter head, Last 3 years Form-16 &Income Tax returns filed in respective years etc.) to establish their eligibility for the post as prescribed at para 2.7 above.
7	Practicing Advocates have to upload documentary proof in support of their CTC (Last 1 year Income Tax returns filed in respective years)
8	Proof for having minimum Two years' experience in the immediate Lower Pay Scale for candidates from Central Public Sector Enterprises / State Public Sector Enterprises / Central Government / State Governments / Public Sector Banks. For the post of Deputy Manager (HR) / Deputy Manager (Legal), proof for having minimum one-year experience in the immediate lower scale of pay.
9	Candidates from State PSEs / Central PSEs / Government / Quasi Government/Public Sector Banks, should produce No Objection Certificate (NOC) at the time of document verification/selection.
10	Copy of Community Certificate in case of candidates belonging to SC/ST/OBC(NCL)/EWS categories.
11	Copy of Disability Certificate / UD ID Card in case of PwBD candidates.
12	Proof for Ex-Servicemen in case of Ex-Servicemen only
13	Other documents 'if any' in support of their credentials

14.0 IMPORTANT GUIDELINES FOR UPLOADING DOCUMENTS:

14.1 Candidates are requested to ensure that only legible self-attested documents are uploaded. Also they are requested to ensure that the documents that they have uploaded are legible for scrutiny, failing which the application is liable for rejection.

14.2 In support of educational qualification / experience / CTC/ Immediate lower scale of pay, wherever multiple documents (i.e. Mark sheet or Certificates) need to be uploaded, all documents are to be arranged in chronological order in a single pdf file and to be uploaded. Any attempt to upload multiple pdf files will result in over writing and only the last uploaded file will get saved.

14.3 No physical mode of submission of application and/or required documents in support of their candidature would be entertained.

14.4 Candidates are requested to scan and upload the self-attested copies of following documents / certificates.

Sl. No.	Documents	File type	File size not exceeding
1	High quality recent Passport size Colour photograph (3.5 cm Width × 4.5 cm Height, taken after 01/06/2026 in a professional studio).	JPEG	50 KB
2	Good quality image of candidate's signature (in dark Blue or Black ink)	JPEG	50 KB
3	Proof of Date of Birth (Birth Certificate (or) SSLC / Matriculation Mark Sheet).	PDF or JPG	250 KB
4	Copy of AADHAAR Card	PDF or JPG	250 KB
5	Proof for possessing notified Qualifications:**Provisional Certificate [or] Degree / Post Graduate Degree/ Post Graduate Diploma/ Membership Certificate(s)/Bar council enrollment certificate/Medical registration certificate**in chronological order *(Including SSLC / HSC/Diploma certificates)*	PDF (kindly refer para 14.2 before uploading)	2.5 MB
6	Consolidated or Semester wise Mark Sheet(s) in chronological order for all above qualifications, as applicable		2.5 MB
7	Copy of Experience Certificate(s), from the present / previous employer(s) in support of notified post qualification work experience. (In Chronological order). Candidates have to upload documentary proof in support of their experience in the required "Length & Area of post qualification work experience[including fuel type(coal/lignite)/ mine type (opencast/ underground), individual unit (mw) capacity, Plant location, annual turnover etc.]" as prescribed at para 1.0 (e), to establish their eligibility for the post.	PDF (kindly refer para 14.2 before uploading)	2.5 MB
8	Candidates from Private Sector, have to upload documentary proof in support of their CTC (Copy of last 6 months Pay Slips, Pay Certificate issued by Competent Authority in company's letterhead, Last 3 years Form-16 & Income Tax returns filed in respective years etc.) to establish their eligibility for the post as prescribed at para 2.4 above. Practicing Advocates have to upload documentary proof in support of their CTC (Last 1 year Income Tax returns filed in respective years)	PDF (kindly refer para 14.2 before uploading)	2.5 MB
9	Proof for having minimum Two years' experience in the immediate Lower Pay Scale for candidates from Central Public Sector Enterprises / State Public Sector Enterprises / Central Government / State Governments / Public Sector Banks, For the post of Deputy Manager (HR) / Deputy Manager (Legal), proof for having minimum one-year experience in the immediate lower scale of pay, along with latest pay slips/pay certificates.	PDF or JPG(kindly refer para 14.2 before uploading)	250 KB
10	Copy of Community Certificate in case of candidates belonging to SC/ST/OBC(NCL)/EWS categories.	PDF or JPG	250 KB
11	Copy of Disability Certificate / UD ID Card in case of PwBD candidates.	PDF or JPG	250 KB

Sl. No.	Documents	File type	File size not exceeding
12	Proof for Ex-Servicemen in case of Ex-Servicemen only	PDF or JPG	250 KB
13	Other documents 'if any' in support of their credentials	PDF or JPG	250 KB

14.5 The list of documents to be uploaded given above is not exhaustive and candidates may upload other documents as the case may be, to clearly establish their eligibility. Failure on the part of candidates to upload all required documents to clearly establish their eligibility along with the online application would lead to rejection of their candidature.

15.0 Information regarding Selection Schedule will be communicated only to the shortlisted candidates through NLCIL's website/besides e-mail to their registered e-mail address/ message through SMS to their Registered Mobile Number. The Call Letter for Document verification/Interview will be uploaded in NLCIL's website and the same need to be downloaded and printed by the candidate concerned.

16.0 Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto can be instituted only in Chennai and the Courts/Tribunals/Forums (Jurisdiction Courts) at Chennai shall have sole and exclusive jurisdiction.

17.0 It is mandatory that eligible candidates should go through the full text of the advertisement and agree to all the conditions given while applying for the post.

18.0 NLCIL's DECISION FINAL:

The decision of NLCIL's Appointing Authority in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, selection and posting of selected candidates will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard.

19.0 IMPORTANT DATES:

Opening of Online registration of application - Date & Time	20/11/2026 at 10:00 hrs
Closing of Online registration of application - Date & Time	19/12/2026 at 17.00hrs
Last Date for Online payment of Fees - Date & Time	19/12/2026 at 23:45hrs
Last date for Online Submission of application for candidates who have already registered and paid Fees within time limit - Date & Time	22/12/2026 at 17.00 Hrs

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RECRUITMENT CELL/NLCIL

ANNEXURE-I

CATEGORIES OF DISABILITY IDENTIFIED SUITABLE FOR THE POSTS (Except in the area of Mines):

Name of Post	Category / Disability Identified Suitable for the Post	Name of Post	Category / Disability Identified Suitable for the Post
Executive Engineer (Mechanical), Dy. General Manager (Mechanical)	b) D, HH c) OA, OL, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above	Dy.Manager (HR)	a) B, LV b) D, HH c) OA, OL, BL, OAL, BA, CP, LC, Dw, AAV d) SLD e) MD involving (a) to (d) above
Executive Engineer (Electrical) Dy. General Manager (Electrical)	b) D, HH c) OA, OL, BL, OAL, CP, LC, Dw, AAV d) SLD, MI e) MD involving(b) to (d) above	Dy.Manager (Legal)	a) B, LV b) D, HH c) OA, BA, OL, OAL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (a) to (d) above
Executive Engineer (Civil) Dy. General Manager (Civil)	b) D, HH c) OA, OL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above	AEM (Scientific)	b) HH c) OA, OL, BL, OAL, LC, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above
Executive Engineer (C&I)	b) D, HH c) OL, CP, LC, Dw, AAV d) ASD (M), SLD, MI e) MD involving (b) to (d) above	Assistant Manager (Security)	NA
Executive Engineer (Environment Engineering)	NA	Additional Chief Manager (Security)	NA
Executive Engineer (Chemical)	b) HH c) OA, OL, CP, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above		
Executive Engineer (Mining)	NA		
Executive Engineer (Safety)	NA		

CATEGORY ABBREVIATIONS:
B=Blind, LV=Low Vision, D=Deaf, HH= Hard of Hearing, OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Leg, OAL=One Arm and One Leg, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, ASD= Autism Spectrum Disorder (M= Mild), SLD= Specific Learning Disability, MI= Mental Illness, MD=Multiple Disabilities.

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