



**STEEL AUTHORITY OF INDIA LIMITED
CORPORATE OFFICE
NEW DELHI**

No. HR/CCS/1594/ICVL

25th August, 2026

INTERNAL CIRCULAR

International Coal Ventures (P) Limited (ICVL) a Joint Venture Company of Steel Authority of India Limited (SAIL), Rashtriya Ispat Nigam Limited (RINL), NMDC Limited, Coal India Limited (CIL) and NTPC Limited is inviting applications from interested executives working in SAIL and subsidiaries with the required qualification and experience for the post of MD & CEO, ICVL, Mozambique for posting at ICVL's Coal Mines in Mozambique on deputation basis. Copy of ICVL's Internal Circular No. ICVL/HR/MD&CEO/2026-27/02-Dated 25/08/2026, issued in this regard, is annexed (**Annexure-I**).

2.0 Interested and eligible executives of SAIL may send their applications in the prescribed format (enclosed).

3.0 The applicants are required to send their applications through proper channel, addressed to Deputy Manager, International Coal Ventures (P) Limited (ICVL), 20th Floor, Scope Minar, Laxmi Nagar District Centre, New Delhi – 110092 and sent through email on icvldelhi.hr@gmail.com. However, only applications received through proper channel will be considered for further selection procedure. Last date for receipt of applications at ICVL is 14.09.2026. **All the executives may be suitably advised to submit the duly completed applications along with supporting documents, if any, to their concerned Plant/Unit HR-OD Section latest by 11.09.2026, for obtaining approval of Competent Authority for forwarding of applications to ICVL.** SAIL Plant/Unit shall however not be under any circumstances, responsible for any delay/non-receipt of applications by the stipulated date, on whatsoever grounds/reasons. In case of any query, applicants may please contact, Deputy Manager, ICVL, Delhi.

4.0 SAIL Plants/Units are requested to circulate the above notification through their internal system for inviting applications from interested and eligible executives willing to be posted at Benga Mine at ICVL, Mozambique on deputation basis.


(Jatin Bhatia)
AGM (HR)

Encl.: As above.

INTERNATIONAL COAL VENTURES PRIVATE LIMITED

Requires competent personnel for the post of "Managing Director & Chief Executive Officer" (MD & CEO), ICVL Mozambique

International Coal Ventures Private Limited (ICVL) has been set up by the Government of India as a Joint Venture Company of Steel Authority of India Limited (SAIL), Rashtriya Ispat Nigam Limited (RINL), NMDC Limited, Coal India limited (CIL) and NTPC Limited with the objective of acquisition of coal mines and assets in overseas territories to secure coal supplies for the promoter companies on a long-term basis.

ICVL owns one operating coal mine and five green-field coal concessions / assets located in the Tete Province of Mozambique. Benga is the operating coal mine with a capacity to process 5.3 Mtpa RoM coal. Process of evaluation to start the green field mines at Zambeze and Tete East is underway.

Applications are invited from interested, experienced and dynamic persons for the post of Managing Director & Chief Executive Officer (MD & CEO), ICVL - Mozambique; **to be stationed at Tete, Mozambique** and reporting to Chairman, ICVL. Applicant should have proven track record, demonstrated capability and have relevant experience of working in mining / production / manufacturing areas. The contractual appointment shall initially be for a period of two (2) years which can be further extended for one (1) year on the basis of satisfactory performance and subject to approval of ICVL Board. In case of candidates employed in Central Govt. / CPSE / SPSE, etc., the appointment will be on deputation basis as per applicable rules.

Where, the date of superannuation of an applicant from Central PSE / Central Govt / All-India Services / State PSE, falls within the period of deputation or within the extended period of deputation, subject to the rules / regulations of the parent organisation, such applicant shall have the option to either superannuate from his / her parent organisation while continuing on deputation or temporarily return to the parent organisation during last fortnight of his / her service therein for the purpose of superannuation and thereafter re-join ICVL to complete his / her tenure in ICVL.

Details of Job Description and eligibility criteria are as under:

1.0 JOB DESCRIPTION & RESPONSIBILITY

1. Overall in-charge of ICVL Mozambique i.e. managing current operations at Benga mine and exploration & development of other green-field coal assets.
2. Identify strategies for growth, leverage the finances, management of HR and sales, ensure compliance with rules and regulations in Mozambique, manage the risks across the organization and interact with Mozambique government & other agencies.
3. Interact with the ICVL Board for seeking directives / approvals by providing information related to ICVL Mozambique operations.

2.0 ELIGIBILITY CRITERIA

(a) Qualification:

- (i) The applicant should be an engineering graduate, preferably with engineering degree in mining, from a recognized university / institution with a good academic record.
- (ii) Applicants with MBA / Post-Graduate Diploma in Management will have an added advantage.

(b) Experience: (As on date of issuance of Advertisement)

Applicant should possess adequate technical / operational / mining experience at a senior level in a large organization of repute, out of which at least five (5) years during last ten (10) years should have been in production / maintenance / projects / mines area.

Experience in mining* / washery[#] / beneficiation[#] plant will have an added advantage.

* Coal / lignite / iron ore / bauxite / chrome ore / manganese ore / copper / zinc mines.

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(c) Age:

Should not exceed 58 years as on the date of issuance of the advertisement.

(d) Employment Status & Pay Scale

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 following:

1. Central Public Sector Enterprises (CPSEs):

Executives in E-8 & above grade (As per DPE Pay Scale) and having following or higher pay scale:

- a) Rs. 51300-73000 (IDA) Post 01/01/2007
- b) Rs. 120000-280000 (IDA) Post 01/01/2017

For candidates in E-8 grade, minimum length of service in the E-8 grade will be one year.

2. Central Government/All- India Services:

Central Government Group 'A' Officers including All India Services and Autonomous Bodies etc.; Should be holding a post of the level of Joint Secretary in Govt. of India or carrying equivalent scale of pay on substantive basis on the date of application.

3. State Public Sector Enterprise¹ (s): The applicant should have worked in SPSE(s) in the last 05 years at a post not lower than the level immediately below the Board Level. The average audited annual turnover of last 05 years of the PSE(s) should be minimum US\$ 150 million.

4. Private Sector¹ (s) / Multi-National Company¹ (ies): The applicant should have worked in Private Sector (s) / MNC (s) in the last 05 years at a post not lower than the level immediately below the Board Level. The average audited annual turnover of last 05 years of the Private Sector (s) / MNC (s) should be minimum US\$ 150 million. Preference would be given to candidates from listed Companies.

Note¹: Applicants from SPSE (s) / Private Sector (s) / MNC (s) must submit the following documents along with the application form:

- a) Annual Reports of the Company (ies) in which currently working / worked for the 5 financial years preceding the calendar year in which the post is advertised (please provide URL or attach / enclose copies);
- b) Whether the company (ies) are listed or not; if yes, the documentary proof (please provide URL or attach / enclose copies);
- c) Evidence of having worked at least at a post of the level immediately below the Board level in last 05 years;
- d) Self-attested copies of documents in support of age and qualifications;
- e) Relevant Jobs handled in the past with details.

3.0 SELECTION CRITERIA:

The applicants found eligible for the position will be called for “Selection Meeting” to be held at Ispat Bhawan, Lodi Road, New Delhi. In case, large number of applications are received, ICVL reserves the right to adopt suitable criteria for screening / short-listing of applications which may include mandatory / desirable educational qualification, relevant and length of work-experience, residual service etc. Exact date & time of Selection Meeting will be intimated only to the short-listed candidates. Outstation candidates may be required to attend the Selection meeting through *Virtual / Physical mode*. Candidates attending Selection Meeting physically (if required by ICVL), shall be reimbursed return air-fare (economy class).

4.0 PAY & EMOLUMENTS

Selected candidate will be paid a **consolidated salary of USD 13000 per month**. In addition, he / she will be entitled to Company Accommodation in Mozambique, Annual Leave (10-days during 1st year of service and 18 days for 2nd year of service) and Rest & Recuperation leave of 14 days + 3 days travel time along with return airfare (business class) twice in a calendar year, Air-tickets (business class) for joining at Mozambique, Local conveyance at Mozambique, Leave Encashment (as per local laws), Medical Insurance, and Expenses towards travel / stay while on official tour.

Candidate from Central Govt. / CPSEs / SPSEs, etc. will have the option to retain facilities towards company accommodation / House Rent Allowance / Education / Medical, etc. from parent employer. These expenses shall be borne by ICVL.

5.0 OTHER TERMS AND CONDITIONS:

- (a) Annual performance of the MD & CEO appointed shall be appraised by Chairman ICVL.
- (b) 30 days’ mandatory notice period will have to be served in either case of resignation or termination.

6.0 GENERAL CONDITIONS:

- (a) Both, Indian and Foreign Nationals are eligible to apply for the aforesaid post.
- (b) Candidates possessing full-time degree course from recognized Institutes / University will only be eligible to apply.
- (c) Selection / joining of candidate will be subject to his / her medical fitness as per Rules.

- (d) Since all communications in the matter will be made by ICVL through e-mail & phone, candidates are advised to provide a valid e-mail id and mobile number. ICVL will not be responsible for any delay whatsoever for any reason at any stage.
- (e) In the event of final selection, the selected candidate will be required to report for joining at a short notice, tentatively within 30 days or as may be conveyed at the time of issuance of offer of appointment.
- (f) Since MD & CEO, ICVL, Mozambique would be posted / stationed at Tete, Mozambique; applicants are advised to conduct a prior check of their eligibility for visa for Mozambique. In the event of rejection of visa request of the candidate for reasons solely accountable to candidate which may inter-alia include non-production of requisite documents or due to non-availability of police clearance, etc., he / she will be liable to suitable action & pay damages, upto ₹ 5 Lakh to ICVL, as per sole discretion of ICVL.
- (g) Applicants are advised to go through the eligibility criteria and terms & conditions of appointment before applying. In case, if it is found at any stage even after final selection & joining, that he / she does not fulfill the eligibility criteria or has furnished any incorrect / false information not in conformity with the advertised criteria or has concealed any material information, his / her candidature / appointment will be cancelled with immediate effect and without any notice. Further, he / she shall be liable to suitable legal action under applicable rules / laws / service rules as may be decided by ICVL.
- (h) Decision of ICVL in all matters regarding eligibility and selection, etc. will be final & binding on all the candidates. No representation or correspondence in this regard will be entertained.
- (i) Court of jurisdiction for any dispute will be at New Delhi.

7.0 HOW TO APPLY:

- (i) The eligible and interested persons may send their applications, in the format enclosed at *Annexure-I*.
- (ii) Candidates employed in Central Govt. / CPSEs / SPSEs, etc. are required to apply through proper channel. Candidates employed in Central Govt. / CPSEs / SPSEs may send advance copy on the e-mail address given below. However, in their case, only those applications received through proper channel on or before the last date will be considered. The candidates in private sector/MNC may apply directly.
- (iii) Application complete in all respect should be addressed to Deputy Manager, ICVL, 20th Floor, Scope Minar, Laxmi Nagar District Centre, Delhi-110092 and should be sent through e-mail on icvldelhi.hr@gmail.com latest by 14th September 2026.

APPLICATION FORMFor the post of MD &CEO, ICVL, Mozambique

*Space for
Passport size
recent photo*

Sl. No.	Particulars	To be filled by the Candidate			
1.	Name of Candidate				
2.	Mother/Father's name				
3.	Date of Birth*				
4.	Place of Birth				
5.	Gender				
6.	Present Designation (Personnel No.....), Name of Organisation & Place of Posting				
7.	Present Residential Address				
8.	Address for Communication				
9.	E-mail Id				
10.	Mobile Number & Alternate Mobile Number				
11.	Landline Number (Residence)				
12.	Passport No. & Validity*				
13.	Aadhaar Number				
14.	Educational Qualification*	Qualification	Discipline/ Year of Passing & Name of Inst./University	Marks & Division	Full-Time (Yes/No)
		Degree			
		PG-Degree			
		Any Other			
15.	Work-Experience*	Name of Organisation	Post held during last 25 years	From/To & No. of Years served	Nature of Duties/ Responsibility
16.	Details of Trainings undergone, if any				

**Supporting documents in original to be produced at the time of selection meeting. In case of meeting through virtual mode, self-attested & scanned copies to be sent through-mail within 2-days from the date of receipt of invite for selection meeting.*

UNDERTAKING

(To be furnished alongwith Application)

1.0 I, son/daughter/husband/wife of.....do hereby declare that I have carefully read and understood all the terms & conditions of the advertisement issued by ICVL before submitting my application for the post of MD & CEO, ICVL, Mozambique and I am eligible for the post.

2.0 I hereby also declare that all the information furnished by me is correct and nothing material which may impact my candidature for the said post has been concealed.

3.0 I have conducted a prior check of my eligibility for visa for Mozambique. In the event of rejection of visa request of the candidate for reasons solely accountable to me which may inter-alia include non-production of requisite documents or due to non-availability of police clearance, etc., I will be liable to suitable action & pay damages, upto ₹ 5 Lakh to ICVL, as per sole discretion of ICVL.

4.0 I undertake to produce all the documents in support of my candidature as and when asked to do so. I further fully understand that in case any information furnished by me is found to be incorrect at any stage, even after my selection/joining, my candidature will stand cancelled with immediate effect without any notice.

5.0 I hereby undertake to abide by all the terms & conditions related to my service.

Signature

Name of Applicant
Address for Communication