

**ADVERTISEMENT FOR APPOINTMENT OF FUNCTIONAL DIRECTORS IN ODISHA
MINING CORPORATION LIMITED.**

Odisha Mining Corporation Limited (OMC), a Gold rated Public Sector Undertakings of Govt. of Odisha is the Largest State PSU in the Country in the Mining Sector . It recorded an annual turnover Rs.1853.88 Crore with a net profit of Rs.867.81 Crore during FY-2013-14.

The Department of Public Enterprises , Govt. of Odisha invites applications for the following Functional Director Posts in the Head Office of OMC Ltd. at Bhubaneswar with the scale of pay of **Rs.37,400-67,000/-+ Grade Pay Rs.9,000/- P.M** including D.A, HRA ,Domestic Assistance Allowance ,Conveyance Allowance, SAP Allowance ,Liveries ,Gift and Incentive etc. at par with an officer of OMC of CGM rank . pay position is at Board Level and the incumbent shall report to the C.M.D. Pay protection will be allowed to the deserving candidates from the Central or State Governments / CPSEs/State PSUs or any other Government Organization.

- Director(Finance), * Director(Personnel),
- Director Technical (Operation), * Director Technical(Project& Planning).

| Sl No | Name of the Post | No. of Post to be filled up. | Qualification |
|-------|---------------------------------------|------------------------------|---|
| 1 | Director(Finance) | 01 | CA/ICWA/MBA with specialization in Finance with good academic record from a recognized University/Institution. |
| 2 | Director (Personal) | 01 | MBA/PGDM with specialization in HR or PG in IR with good academic record from a recognized University/Institution. |
| 3 | Director Technical (Operation) | 01 | Graduate in Mining Engineering with 1 st class Mines Manager's Certificate of Competency with good academic record from a recognized University/Institution. |
| 4 | Director Technical (Project Planning) | 01 | Post Graduate in Geology/Graduate in Mining/ Mechanical / Electrical/Civil Engineering with good academic record from a recognized University/Institution. |

Prescribed format along with requisites are available at the website of the Department: <http://WWW.odisha.gov.in/publicenterprisers>

Completed application in the prescribed format with enclosures and a passport size photograph should be sent by Speed Post or Registered Post only to the undersigned to reach within 30 (Thirty) days from the Date of Advertisement.

**Principal Secretary to Govt.
Public Enterprises Department, Odisha Secretariat,
Bhubaneswar-751001**

ADVERTISEMENT FOR THE POST OF DIRECTOR (FINANCE) IN OMC LTD.

Company Profile:-

Odisha Mining Corporation Limited (OMC), a Gold rated Public Sector Undertakings of Govt. of Odisha is the largest State PSU in the Country in the Mining sector. It recorded an annual turnover of Rs. 1853.88 Crore with a net profit of Rs.867.81 Crore during Fy-2013-14.

Job description and specifications:-

He will be a member in the Board of OMC Ltd. and will report to the Managing Director/CMD. He will remain overall charge of Finance and Accounts such as Corporate Accounts , Taxation and Audit, Provident Fund And Gratuity etc. of the Corporation. He will be responsible for evolving and formulating Finance Policy implementation thereof.

Age Limit:-

Minimum 45 (forty five) years and maximum 57 (fifty seven) years as on the date of advertisement.

Essential Qualification:-

The incumbent should be Chartered Accountant/ICWA/ MBA with specialization in Finance with good academic record from a recognized University/Institution.

Scale of Pay:-

The scale of pay of Rs.37400-67000/-+grade pay Rs.9,000/-P.M including D.A, HRA, Domestic Assistance Allowance, Conveyance Allowance, SAP Allowance, Liveries, gift and Incentive etc. at per with an officer of OMC of CGM in E-8 rank. Pay protection will be allowed to the deserving candidates from the Central or State government/CPSEs/State PSUs or any other government organization.

Experience:-

A proven track record of at least 20 (twenty) years of post qualification experience in relevant functional areas, out of which 05 (five) years should be at the level of two positions below the level of Board of Directors. The applicant shall furnish the organization chart indicating his/her current position there in.

Key skill:-

Candidate will exhibit characteristics of a leader who is determined, results oriented, persuasive, and a strong communicator. Besides, he should be able to lead and mentor staff to achieve significant results. He should possess high professional ethics, good judgment , and ability to take decisive action. Superb communication (verbal and written) and interpersonal skills is highly required.

For Private sector Executive:-

Private sector executive must fulfil each of the following criteria:-

He should be working at Board level position or non Board level position reporting directly to the Board (one position below the Board) in a private company listed on stock Exchange having turnover of more than 300 crores.

In addition to the above , private sector executives must submit the following documents along with the application form:

- i) Attested copies in support of age and qualifications:
- ii) Annual reports of the Company for the last 05 (five) years.
- iii) Evidence of listing of the Stock Exchange.
- iv) Evidence of working at Board level or reporting directly to the Board i.e one level below Board level:
- v) The details of job handled in the past with details/particular references.

Central/State Public Sector Executives:-

Executives working in companies where the annual turnover is in excess of 300 crores and are fulfilling above criteria.

Government Officers:-

Provided that notwithstanding the qualifications and experience prescribed, Government officers of the level of Director in Govt. of India or in equivalent scale of pay with adequate experience in the relevant field will be eligible for consideration.

Duration of Appointment:-

This position is on contract basis for a period of 03 (three) years or limited up to the date of Superannuation i.e 60 (sixty) years whichever is earlier subject to satisfactory performance of the candidate. The term of appointment of the Director may be extended for another term subject to satisfactory performance & need of the organization.

Other condition:-

Candidates working in Central PSUs/Quasi govt. bodies shall submit their applications through proper channel.

Submission of Application:

Prospective candidates from the Central Public Sector and Government offices/ State Public Sector Undertakings shall send their applications, through proper channel, in the format at Annexure-I.

The applications for various categories of the officers shall be routed through proper channel as follows:

- a) For Government Servants through Cadre Controlling authority.
- b) For CMD's/MD's Director's in CPSE, the concerned Administrative Ministry.
- c) For below Board level in CPSE, the concerned CPSE.
- d) For CMD/MD in State PSE concerned Administrative Ministry.
- e) For below Board level in State PSE/State Joint Venture, the concerned SPSE.

Private Sector Executives shall submit their applications, in the format at Annexure-I, along with, a write up on the significant contributions made by them during their present/past assignments and their suitability for the post.

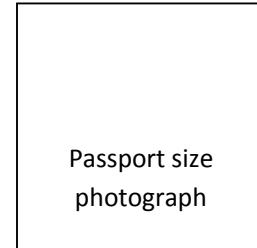
Interested candidates may send their application in the format at Annexure-I along with a passport size photograph within 30 (thirty) days from the date of publication of the advertisement to the following address by Registered post/ Speed post. Candidates working in the Government/ PSUs are required to apply through proper channel. Envelope containing the application should be super scribed as **“Application for the post of Director (Finance) in OMC Ltd.”**. The undersigned reserves the right to accept/ reject any or all of the applications at any stages of selection without assigning any reason thereof.

Principal Secretary to Government,
Public Enterprise Department, Odisha Secretariat,
Bhubaneswar-751001.

FORMAT OF APPLICATION

APPLICATION FOR APPOINTMENT TO THE POST OF DIRECTOR:

1. Name in full:
2. Present Designation:
3. Office / Department:
4. Scale of Pay:
5. Date of Birth:
6. Age as on the date of advertisement: Years Month Days
7. Nationality:
8. Gender (Male/Female):
9. Social Category (SC/ST/OBC/SEBC) :
10. Office Address:
11. Address for Communication:
12. Telephone No. : Office:
Residence:
Fax No. Mob:
E-Mail address:



13. Educational/professional Qualification:

| | As per job description | Possessed by the officer |
|---|------------------------|--------------------------|
| Academic | | |
| Professional | | |
| Details of affiliation with Professional Bodies/Institution/Society | | |

14. Present Emoluments:

| Current Pay Scale | Basic Pay | DA | Other Allowances: HRA/CCA/Any other |
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15. Positions held during the preceding ten years:

| Sl. No. | Designation and Place of posting | Organisation | From | To | Total Experience | Pay Scale |
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16. Nature and duration of experience relevant for the advertised post and job description:

| Sl. No. | Designation and Place of posting | Organisation | From | To | Total Experience | Pay Scale |
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17. Training:

| Sl No. | Nature of Training Programme | Institute where training is received | Period of Training | Nature of Training | Achievements |
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18. FOR PRIVATE SECTOR EXECUTIVES:

(a) Annual turnover of last three years of the Company where candidate is employed

(Certified copy to be attached) Turnover Rs. _____ for the year _____

(b) I certified that:

(i) the annual report for the last audited financial year, or annual turnover figures duly certified by the Company Secretary/CFO is enclosed at **Encl.I**

(ii) a write up on the significant contributions made by me during the present/past assignments and my suitability for the post is enclosed at **Encl.II**

(iii) I am working at Board level position /or reporting directly to a Director on the Board i.e one level below Board level. (The organizational Chart enclosed at **Encl.III**)

(iv) The Company in which I am working is listed on the _____ Stock Exchange. (A proof of listing is at **Encl.IV**)

19. If selected, minimum time required to join:

20. Any other information:

Declaration

Ison/daughter of hereby certified that I have not been disqualified to act as a Director Under Section 274 or any other relevant sections of the Indian Companies Act,1956.

I also certify that I am not facing any charge of , nor have ever been convicted for, any act of moral turpitude or economic offence.

Date:

Place: **(Name and signature of the applicant)**

Note : Copies of Testimonials in support of age, qualification, experience etc. May be furnished, wherever necessary.

ADVERTISEMENT FOR THE POST OF DIRECTOR (PERSONNEL) IN OMC LTD.

Company Profile:-

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Job description and specifications:-

He will be a member in the Board of OMC Ltd. and will to the Managing Director/CMD. He will remain overall charge of Personnel Deptt. i.e Administration, HR Development, Industrial Relation and labour welfare, Medical, Corporate Social Responsibility, Security and Estate, RTI and General Correspondences etc. of the Corporation. He will responsible for evolving and formulating HR/Personnel policies as well as implementation thereon.

Age Limit:-

Minimum 45 (forty five) years and maximum 57 (fifty seven) years as on the date of advertisement.

Essential Qualification:-

The incumbent should be MBA/PGDM with specialization in HR or PG in IR with good academic record from a recognized University/Institution.

Scale of Pay:-

The scale of pay of Rs.37400-67000/-+grade pay Rs.9,000/-P.M including D.A, HRA, Domestic Assistance Allowance, Conveyance Allowance, SAP Allowance, Liveries, gift and Incentive etc. at per with an officer of OMC of CGM in E-8 rank. Pay protection will be allowed to the deserving candidates from the Central or State government/CPSEs/State PSUs or any other government organization.

Experience:-

A proven track record of at least 20 (twenty) years of post qualification experience in relevant functional areas, out of which 05 (five) years should be at the level of two positions below the level of Board of directors. The applicant shall furnish the organization chart indicating his/her current position there in. in depth knowledge & experience and project management function in large organization.

Key skill:-

Candidate will exhibit characteristics of a leader who is determined, results oriented, persuasive, and a strong communicator. Besides, he should be able to lead and mentor staff to achieve significant results. He should posses high professional ethics, good judgment , and ability to take decisive action. Superb communication (verbal and written) and interpersonal skills is highly required.

For Private sector Executive:-

Private sector executive must fulfil each of the following criteria:-

He should be working at Board level position or non Board level position reporting directly to the Board (one position below the Board) in a private company listed on stock Exchange having turnover of more than 300 crores. The applicant should have 20 (twenty) years of experience, out of which at least 5 (five) years should have been in project and planning area in a large mechanised mines with at least 1MTPA Capacity.

In addition to the above , private sector executives must submit the following documents along with the application form:

- i) Attested copies in support of age and qualifications;
- ii) Annual reports of the Company for the last 05 (five) years.
- iii) Evidence of listing of the Stock Exchange.
- iv) Evidence of working at Board level or reporting directly to the Board i.e one level below Board level;
- v) The details of job handled in the past with details/particular references.

Central/State Public Sector Executives:-

Executives working in companies where the annual turnover is in excess of 300 crores and are fulfilling above criteria.

Government Officers:-

Provided that notwithstanding the qualifications and experience prescribed, Government officers of the level of director in govt. of India or in equivalent scale of pay with adequate experience in the relevant field will be eligible for consideration.

Duration of Appointment:-

This position is on contract basis for a period of 03 (three) years or limited up to the date of Superannuation i.e 60 (sixty) years whichever is earlier subject to satisfactory performance of the candidate. The term of appointment of the Director may be extended for another term subject to satisfactory performance & need of the organization.

Other condition:-

Candidates working in Central PSUs/Quasi govt. bodies shall submit their applications through proper channel.

Submission of Application:

Prospective candidates from the Central Public Sector and Government offices/ State Public Sector Undertakings shall send their applications, through proper channel, in the format at Annexure-I.

This applications for various categories of the officers shall be routed through proper channel as follows:

- a) For Government Servants through Cadre Controlling authority.
- b) For CMD's/MD's Directors in CPSE, the concerned administrative ministry.
- c) For below Board level in CPSE, The concerned CPSE.
- d) For CMD/MD in State PSE concerned administrative ministry.
- e) For below board level in State PSE/State Joint Venture, the concerned SPSE.

Private Sector Executives shall submit their applications, in the format at Annexure-I, along with, a write up on the significant contributions made by them during their present/past assignments and their suitability for the post.

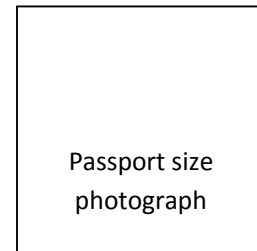
Interested candidates may send their application in the format at Annexure-I along with a passport size photograph within 30 (thirty) days from the date of publication of the advertisement to the following address by Registered post/ Speed post. Candidates working in the Government/ PSUs are required to apply through proper channel. Envelope containing the application should be super scribed as **“Application for the post of Director (Personnel) in OMC Ltd.”**. The undersigned reserves the right to accept/ reject any or all of the applications at any stages of selection without assigning any reason thereof.

Principal Secretary to Government,
Public Enterprise Department, Odisha Secretariat,
Bhubaneswar-751001.

FORMAT OF APPLICATION

APPLICATION FOR APPOINTMENT TO THE POST OF DIRECTOR:

1. Name in full:
2. Present Designation:
3. Office / Department:
4. Scale of Pay:
5. Date of Birth:
6. Age as on the date of advertisement: Years Month Days
7. Nationality:
8. Gender (Male/Female):
9. Social Category (SC/ST/OBC/SEBC) :
10. Office Address:
11. Address for Communication:
12. Telephone No. : Office:
Residence:
Fax No. Mob:
E-Mail address:



13. Educational/professional Qualification:

| | As per job description | Possessed by the officer |
|---|------------------------|--------------------------|
| Academic | | |
| Professional | | |
| Details of affiliation with Professional Bodies/Institution/Society | | |

14. Present Emoluments:

| Current Pay Scale | Basic Pay | DA | Other Allowances: HRA/CCA/Any other |
|-------------------|-----------|----|--|
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15. Positions held during the preceding ten years:

| Sl. No. | Designation and Place of posting | Organisation | From | To | Total Experience | Pay Scale |
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16. Nature and duration of experience relevant for the advertised post and job description:

| Sl. No. | Designation and Place of posting | Organisation | From | To | Total Experience | Pay Scale |
|---------|----------------------------------|--------------|------|----|------------------|-----------|
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17. Training:

| Sl No. | Nature of Training Programme | Institute where training is received | Period of Training | Nature of Training | Achievements |
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18. FOR PRIVATE SECTOR EXECUTIVES:

(a) Annual turnover of last three years of the Company where candidate is employed

(Certified copy to be attached) Turnover Rs. _____ for the year _____

(b) I certified that:

(i) the annual report for the last audited financial year, or annual turnover figures duly certified by the Company Secretary/CFO is enclosed at **Encl.I**

(ii) a write up on the significant contributions made by me during the present/past assignments and my suitability for the post is enclosed at **Encl.II**

(iii) I am working at Board level position /or reporting directly to a Director on the Board i.e one level below Board level. (The organizational Chart enclosed at **Encl.III**)

(iv) The Company in which I am working is listed on the _____ Stock Exchange. (A proof of listing is at **Encl.IV**)

19. If selected, minimum time required to join:

20. Any other information:

Declaration

Ison/daughter of hereby certified that I have not been disqualified to act as a Director Under Section 274 or any other relevant sections of the Indian Companies Act,1956.

I also certify that I am not facing any charge of , nor have ever been convicted for, any act of moral turpitude or economic offence.

Date:

Place: **(Name and signature of the applicant)**

Note : Copies of Testimonials in support of age, qualification, experience etc. May be furnished, wherever necessary.

ADVERTISEMENT FOR THE POST OF DIRECTOR TECHNICAL (OPERATION) IN OMC LTD.

Company Profile:-

Odisha Mining Corporation Limited (OMC), a Gold rated Public Sector Undertakings of Govt. of Odisha is the largest State PSU in the Country in the Mining sector. It recorded an annual turnover of Rs. 1853.88 Crore with a net profit of Rs.867.81 Crore during Fy-2013-14.

Job description and specifications:-

He will be a member in the Board of OMC Ltd. and will report to the Managing Director/CMD. He will remain overall charge of Finance and Accounts such as Corporate Accounts , Taxation and Audit, Provident Fund And Gratuity etc. of the Corporation. He will be responsible for evolving and formulating Finance Policy implementation thereof.

Age Limit:-

Minimum 45 (forty five) years and maximum 57 (fifty seven) years as on the date of advertisement.

Essential Qualification:-

The incumbent should be a 1st Class Graduate in Mining Engineering with Mines Manager's Certificate of competency with good academic record from a recognized University/Institution.

Scale of Pay:-

The scale of pay of Rs.37400-67000/-+grade pay Rs.9,000/-P.M including D.A, HRA, Domestic Assistance Allowance, Conveyance Allowance, SAP Allowance, Liveries, gift and Incentive etc. at per with an officer of OMC of CGM in E-8 rank. Pay protection will be allowed to the deserving candidates from the Central or State government/CPSEs/State PSUs or any other government organization.

Experience:-

A proven track record of at least 20 (twenty) years of post qualification experience in relevant functional areas, out of which 05 (five) years should be at the level of two positions below the level of Board of Directors. The applicant shall furnish the organization chart indicating his/her current position there in.

Key skill:-

Candidate will exhibit characteristics of a leader who is determined, results oriented, persuasive, and a strong communicator. Besides, he should be able to lead and mentor staff to achieve significant results. He should possess high professional ethics, good judgment , and ability to take decisive action. Superb communication (verbal and written) and interpersonal skills is highly required.

For Private sector Executive:-

Private sector executive must fulfil each of the following criteria:-

He should be working at Board level position or non Board level position reporting directly to the Board (one position below the Board) in a private company listed on stock Exchange having turnover of more than 300 crores.

In addition to the above , private sector executives must submit the following documents along with the application form:

- i) Attested copies in support of age and qualifications:
- ii) Annual reports of the Company for the last 05 (five) years.
- iii) Evidence of listing of the Stock Exchange.
- iv) Evidence of working at Board level or reporting directly to the Board i.e one level below Board level:
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Central/State Public Sector Executives:-

Executives working in companies where the annual turnover is in excess of 300 crores and are fulfilling above criteria.

Government Officers:-

Provided that notwithstanding the qualifications and experience prescribed, Government officers of the level of Director in Govt. of India or in equivalent scale of pay with adequate experience in the relevant field will be eligible for consideration.

Duration of Appointment:-

This position is on contract basis for a period of 03 (three) years or limited up to the date of Superannuation i.e 60 (sixty) years whichever is earlier subject to satisfactory performance of the candidate. The term of appointment of the Director may be extended for another term subject to satisfactory performance & need of the organization.

Other condition:-

Candidates working in Central PSUs/Quasi govt. bodies shall submit their applications through proper channel.

Submission of Application:

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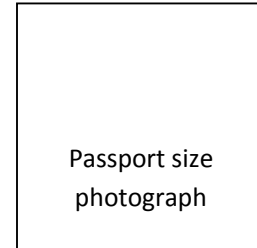
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13. Educational/professional Qualification:

| | As per job description | Possessed by the officer |
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14. Present Emoluments:

| Current Pay Scale | Basic Pay | DA | Other Allowances: HRA/CCA/Any other |
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| Sl No. | Nature of Training Programme | Institute where training is received | Period of Training | Nature of Training | Achievements |
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Place: **(Name and signature of the applicant)**

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The incumbent should be Post Graduate Geology/ Graduate in Mining/Mechanical/Electrical/Civil Engineering with good academic record from a recognized University/Institution.

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Key skill:-

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Provided that notwithstanding the qualifications and experience prescribed, Government officers of the level of Director in Govt. of India or in equivalent scale of pay with adequate experience in the relevant field will be eligible for consideration.

Duration of Appointment:-

This position is on contract basis for a period of 03 (three) years or limited up to the date of Superannuation i.e 60 (sixty) years whichever is earlier subject to satisfactory performance of the candidate. The term of appointment of the Director may be extended for another term subject to satisfactory performance & need of the organization.

Other condition:-

Candidates working in Central PSUs/Quasi govt. bodies shall submit their applications through proper channel.

Submission of Application:

Prospective candidates from the Central Public Sector and Government offices/ State Public Sector Undertakings shall send their applications, through proper channel, in the format at Annexure-I.

The applications for various categories of the officers shall be routed through proper channel as follows:

- a) For Government Servants through Cadre Controlling authority.
- b) For CMD's/MD's Director's in CPSE, the concerned Administrative Ministry.
- c) For below Board level in CPSE, the concerned CPSE.
- d) For CMD/MD in State PSE concerned Administrative Ministry.
- e) For below Board level in State PSE/State Joint Venture, the concerned SPSE.

Private Sector Executives shall submit their applications, in the format at Annexure-I, along with, a write up on the significant contributions made by them during their present/past assignments and their suitability for the post.

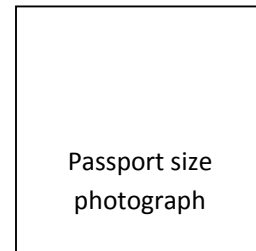
Interested candidates may send their application in the format at Annexure-I along with a passport size photograph within 30 (thirty) days from the date of publication of the advertisement to the following address by Registered post/ Speed post. Candidates working in the Government/ PSUs are required to apply through proper channel. Envelope containing the application should be super scribed as **“Application for the post of Director (Project & Planning) in OMC Ltd.”**. The undersigned reserves the right to accept/ reject any or all of the applications at any stages of selection without assigning any reason thereof.

Principal Secretary to Government,
Public Enterprise Department, Odisha Secretariat,
Bhubaneswar-751001.

FORMAT OF APPLICATION

APPLICATION FOR APPOINTMENT TO THE POST OF DIRECTOR:

1. Name in full:
2. Present Designation:
3. Office / Department:
4. Scale of Pay:
5. Date of Birth:
6. Age as on the date of advertisement: Years Month Days
7. Nationality:
8. Gender (Male/Female):
9. Social Category (SC/ST/OBC/SEBC) :
10. Office Address:
11. Address for Communication:
12. Telephone No. : Office:
Residence:
Fax No. Mob:
E-Mail address:



13. Educational/professional Qualification:

| | As per job description | Possessed by the officer |
|---|------------------------|--------------------------|
| Academic | | |
| Professional | | |
| Details of affiliation with Professional Bodies/Institution/Society | | |

14. Present Emoluments:

| Current Pay Scale | Basic Pay | DA | Other Allowances: HRA/CCA/Any other |
|-------------------|-----------|----|--|
| | | | |

15. Positions held during the preceding ten years:

| Sl. No. | Designation and Place of posting | Organisation | From | To | Total Experience | Pay Scale |
|---------|----------------------------------|--------------|------|----|------------------|-----------|
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

16. Nature and duration of experience relevant for the advertised post and job description:

| Sl. No. | Designation and Place of posting | Organisation | From | To | Total Experience | Pay Scale |
|---------|----------------------------------|--------------|------|----|------------------|-----------|
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

17. Training:

| Sl No. | Nature of Training Programme | Institute where training is received | Period of Training | Nature of Training | Achievements |
|--------|------------------------------|--------------------------------------|--------------------|--------------------|--------------|
| | | | | | |
| | | | | | |

18. FOR PRIVATE SECTOR EXECUTIVES:

(a) Annual turnover of last three years of the Company where candidate is employed

(Certified copy to be attached) Turnover Rs. _____ for the year _____

(b) I certified that:

(i) the annual report for the last audited financial year, or annual turnover figures duly certified by the Company Secretary/CFO is enclosed at **Encl.I**

(ii) a write up on the significant contributions made by me during the present/past assignments and my suitability for the post is enclosed at **Encl.II**

(iii) I am working at Board level position /or reporting directly to a Director on the Board i.e one level below Board level. (The organizational Chart enclosed at **Encl.III**)

(iv) The Company in which I am working is listed on the _____ Stock Exchange. (A proof of listing is at **Encl.IV**)

19. If selected, minimum time required to join:

20. Any other information:

Declaration

Ison/daughter of hereby certified that I have not been disqualified to act as a Director Under Section 274 or any other relevant sections of the Indian Companies Act,1956.

I also certify that I am not facing any charge of , nor have ever been convicted for, any act of moral turpitude or economic offence.

Date:

Place: **(Name and signature of the applicant)**

Note : Copies of Testimonials in support of age, qualification, experience etc. May be furnished, wherever necessary.

