



Ref No.: CIL/C5A (PC)/CCC/ 275
OFFICE MEMORANDUM

Dated: 23.07.2014

Subject: Creation of Discipline - "COMMUNITY DEVELOPMENT"

The Board of Directors of CIL in its 303rd Meeting held on 14th January, 2014 has accorded its approval to create a discipline - "**Community Development**" with 138 Posts in E-2 to E-9 Grades. The cadre scheme for the said discipline is enclosed as "**Annexure - A**".


The major job responsibilities of the executives working under "Community Development" discipline are as follows:

1. Dealing with various CSR initiatives and Community Development activities taken-up by CIL under CSR.
2. Complete activities of acquisition of Land under the provisions of LARR Act 2013 & Coal Bearing Areas (Acquisition & Development) Act 1957, maintenance of land records & compensation etc. and liaising with State Authorities for smooth functioning of the projects & handling cases of Forest land diversion/Jhopdi Jungle under Forest Conservation Act 1980.
3. Rehabilitation and Resettlement of the Project Affected Persons (PAPs) as per CIL R&R Policy and redressing grievances of the PAPs. In addition to that, empowering PAP's through entrepreneurial trainings & providing employment to the PAP's as per the CIL R&R Policy in line with National Rehabilitation Act amended from time to time.

This supersedes earlier Cadre Schemes of CD/R&R and Revenue/Estate Disciplines.

This issues with the approval of Competent Authority.

Encl: as above


(M. Nazar Ali)
General Manager (P/PC)

Distribution :

1. CMDs of ECL, BCCL, CCL, WCL, SECL, NCL, MCL, CMPDIL
2. Director(P&IR)/Director(Marketing)/Director(Technical)/Director(Finance), CIL
3. D(P)s of ECL, BCCL, CCL, WCL, SECL, NCL, MCL
4. Director(T/ES), CMPDIL, Ranchi
5. CVO, CIL, Kolkata
6. ED, IICM, Ranchi
7. CGM/TS to Chairman, CIL, Kolkata
8. CGM (WBP/PAD), CIL, Kolkata
9. General Managers(Pers/EE) of ECL, BCCL, CCL, WCL, SECL, NCL, MCL, CMPDIL
10. GM (Finance), CIL, Kolkata
11. GM(Telecom), CIL : with a request to upload the same in CIL website under CIL Rules/Internet under info - Circulars : soft copy e-mailed.
12. GM(MP&IR)/GM(P/EE)/GM(P/Rectt)/GM(P/Appeal), CIL, Kolkata
13. Company Secretary, CIL, Kolkata
14. Master/Guard File

Cadre Scheme for Community Development

Outside Recruitment				
Sl. No	Designation	Grade	Minimum Qualification	Min. Exp.
1	Management (Trainee)	E-2	Minimum 2 years Full time Post graduate degree or Post graduate diploma (from a recognized University/Institute) in Community Development/ Rural Development/ Community Organization & Development Practice/ Urban & Rural Community development/ Rural & Tribal Development/ Development Management/ Rural Management Or Minimum 2 years Full time Post Graduate Degree (from a recognized university/Institute) in Social Work with specializations - Community Development/ Rural Development/ Community Organization & Development Practice/ Urban & Rural Community development/ Rural & Tribal Development/ Development Management	
2	Asst. Manager	E-3	-DO-	1 year Experience in lower grade
3	Dy. Manager	E-4	-DO-	4 years Experience in lower grade
4	Manager	E-5	-DO-	4 years Experience in lower grade
5	Sr. Manager	E-6	-DO-	4 years Experience in lower grade
6	Chief Manager	E-7	-DO-	4 years Experience in lower grade
7	General Manager	E-8	-DO-	3 years Experience in lower grade
8	Executive Director	E-9	-DO-	2 years Experience in lower grade

