

Government of India

Department of Pharmaceuticals, Ministry of
Chemicals & Fertilizers invites applications
for the post of

Managing Director,

BENGAL CHEMICALS & PHARMACEUTICALS LTD. (BCPL)
(through Search-cum-Selection Committee)

Last date for receipt of application along
with all required enclosures **on 12.10.2026**

For more details, login to website
<http://pharmaceuticals.gov.in> / what's new
or **<https://bengalchemicals.co.in>**

भारत सरकार

फार्मास्यूटिकल्स विभाग, रसायन और उर्वरक मंत्रालय
बंगाल केमिकल्स एंड फार्मास्यूटिकल्स लिमिटेड (BCPL)
खोज-सह-चयन समिति के द्वारा

प्रबंध निदेशक,

पद के लिए आवेदन आमंत्रित करता है

सभी जरूरी दस्तावेजों के साथ आवेदन प्राप्त होने
की अंतिम तिथि: **12.10.2026** तक

अधिक जानकारी के लिए

<http://pharmaceuticals.gov.in> / what's new or
<https://bengalchemicals.co.in> वेबसाइट पर लॉग इन करें।

F. No. 25012/1/2020-PSU
Ministry of Chemicals & Fertilizers
Department of Pharmaceuticals
(PSU DIVISION)

Subject: Filling up the post of Managing Director, Bengal Chemicals & Pharmaceuticals Limited (BCPL) on deputation basis through Search-cum-Selection Committee (SCSC).

NAME OF THE CPSE
Ltd.

Bengal Chemicals & Pharmaceuticals

NAME OF THE POST

Managing Director

DATE OF VACANCY

"Date of Advertisement"

SCHEDULE OF THE CPSE

Schedule C

SCALE OF THE POST

Rs. 65,000 – 75,000

I. COMPANY PROFILE

Bengal Chemicals & Pharmaceuticals Ltd. (BCPL) is the first Pharmaceutical as well as chemical Company of India which was founded by a Noble Scientist & Teacher Acharya Prafulla Chandra Ray on 12th April 1901. From humble beginning with one factory at Maniktala (Kolkata) in 1905, three more factories were established one at Panihati (North 24 Parganas, West Bengal) in 1920, one in Mumbai in 1938 and the other one in Kanpur in 1949 with its Registered Office at 6. Ganesh Chunder Avenue, Kolkata. On December 15, 1977, the Management of Bengal Chemicals was taken over by the Government of India and the Union Government nationalized Bengal Chemicals on December 15, 1980. The name of the Company was changed as Bengal Chemicals & Pharmaceuticals Ltd. (BCPL) with effect from March 27, 1981. BCPL is a Schedule-'C' CPSE under the administrative control of the Department of Pharmaceutical, Ministry of Chemicals & Fertilizers with a 100% shareholding by the Government of India. The Company is presently engaged in manufacturing of Pharmaceuticals, Chemicals and renowned disinfectants/FMCG products. The Company had incurred losses till 2015-16 but thereafter since FY 2016-17, the Company has turned around and become profitable and is continuing to earn profits every year. The Company has a Positive Net Worth.

II. JOB DESCRIPTION AND RESPONSIBILITIES

The Managing Director is the Chief of the Organization and accountable to its Board of Directors and Government/ Shareholders. He is responsible for the efficient functioning of the Organization for achieving its corporate objectives and performance parameter.

III. ELIGIBILITY

1. **AGE :** On the date of occurrence of vacancy (DOV)

Age of superannuation 60 years			
Internal		Other	
Minimum	Maximum	Minimum	Maximum
40	2 years residual service as on the date of vacancy w.r.t. the date of superannuation.	40	3 years residual service as on the date of vacancy w.r.t. the date of superannuation.

2. **EMPLOYMENT STATUS:**

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 followings:-

- (a) Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);
- (b) Central Government Group 'A' Officers including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc;
- (c) State Public Sector Enterprise (SPSE) where the annual turnover is **Rs. 500 crore or more;**
- (d) Private Sector in company where the annual turnover is **Rs. 500 crore or more.**

(*The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits.)

3. **QUALIFICATION:**

The applicant should be a Graduate/ Chartered Accountant/Cost Accountant/Post Graduate/ Graduate with MBA/ PGDIM from a leading institute. Degree in Chemistry/Biology/Pharmaceuticals is desirable.

4. **EXPERIENCE:**

The applicant should possess cumulative experience/ exposure for at least 05 years during the last 10 years in Finance/ Business Development/ Production/ Operations/ Marketing/ Project Management in an organization of repute. Experience in Drug and Pharmaceuticals Industry is desirable.

5. **PAY SCALE:**

- (a) **Central Public Sector Enterprises- Eligible Scale of Pay**

- (i) Rs. 6250-7475 (IDA) Pre 01/01/1992
- (ii) Rs. 8520-10050 (IDA) Post 01/01/1992

- (iii) Rs. 18500-23900 (IDA) Post 01/01/1997
- (iv) Rs. 43200-66000 (IDA) Post 01/01/2007
- (v) Rs. 100000-260000 (IDA) Post 01.01.2017
- (vi) Rs. 14300-18300 (CDA) Pre-Revised
- (vii) Rs. 37400-67000 + GP 8700 (CDA)
- (viii) Rs. 123100-215900 (Level 13) CDA

The minimum length of service required in the eligible scale will be one year for internal candidates, and two years for other as on the date of vacancy.

(b)

(i) **Group 'A' officers of the Central Government including All India Services (AIS) and Autonomous Bodies etc.** should be holding a post of the level of Director in Govt. of India or carrying equivalent scale of pay on substantive basis on the date of application.

(ii) **Applicants from Public Sector Bank/ Financial Institutions** should be at Board level for one year on the date of application.

(iii) **Applicants from the Armed forces of the Union** should be holding a post of the level of Brigadier in the Army or equivalent rank in Navy/Air Force on the date of application.

(c) **Applicants from State Public Sector Enterprise/ Private Sector** should have a minimum 15 years experience at Managerial level.

6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS

Central Government Officers, including those of the Armed Forces of the Union and the All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies etc., are exempted from the "rule of immediate absorption".

IV. DURATION OF APPOINTMENT

The appointment shall be for a period of five years from the date of joining or upto the date of superannuation or until further orders, whichever is earlier.

V. SUBMISSION OF APPLICATIONS

Applicants should submit their applications on-line only as per the format.

1. The applicants should submit their applications through proper channel as follows:

(a) Group 'A' Central Government Officers, including those of the Armed Forces of the Union and All India Services; through Cadre Controlling authority.

(b) Officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc; through their Administrative Ministry/ Department of the Govt. of India.

(c) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry;

(d) Below Board level in CPSE: through the concerned CPSE;

(e) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government;

(f) Private Sector: directly to Department of Pharmaceuticals.

2. Applicants from Private Sector must submit the following documents along with the application form:
- (a) Annual Reports of the Company in which currently working for the 3 financial years preceding the calendar year in which the post is advertised (**please provide URL or attach/enclose copies**);
 - (b) Whether the company is listed or not; if yes, the documentary proof (**please provide URL or attach/enclose copies**);
 - (c) Evidence of working a minimum of 15 years at Managerial level;
 - (d) Self-attested copies of documents in support of age and qualifications.
 - (e) Relevant Jobs handled in the past with details.

VI. UNDERTAKING BY THE APPLICANT

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

1. For candidates from Central Government including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/Financial Institutions/Autonomous Bodies etc:

- (a) The appointment is on exemption from "Rule of immediate absorption basis".
- (b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- (c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

2. For candidates from CPSE

- a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.
- b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

3. For candidates from SPSE/ Private Sector

- a. If a candidate conveys his/her unwillingness to join after interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

4. In the above cases, no request for relaxation or otherwise would be entertained.

VII. THE APPLICANTS CAN

Fill up the Application Form online against the job description on the website of Department of Pharmaceuticals [http://pharmaceuticals.gov.in/what's new](http://pharmaceuticals.gov.in/what's_new) / or <https://bengalchemicals.co.in/>, take a print and send it offline, as specified in para V (1).

Last time/date of receipt of complete application duly forwarded to Department of Pharmaceuticals, Ministry of Chemicals & Fertilizers, Kartvya Bhawan-2 New Delhi is by 12.10.2026. No application shall be entertained under any circumstances after the stipulated time/date shall be REJECTED.

Search-cum-Selection Committee (SCSC) reserves the right to shortlist applicants for interview.

Application Form : The Application format prescribed by PESB is enclosed.

Applications are to be addressed to :

Under Secretary (PSU)
Room No. 22020, 2nd floor
Kartvya Bhawan – 2
Deptt. Of Pharmaceuticals,
New Delhi.
Ph.: 011 24013609

**APPLICATION FORM FOR CANDIDATES FROM CENTRAL PUBLIC SECTOR ENTERPRISES
(CPSE)/CENTRAL GOVERNMENT (INCLUDING ARMED FORCES OF THE UNION/ALL
INDIA SERVICES)/STATE PUBLIC SECTOR ENTERPRISES (SPSE)/PRIVATE SECTOR**

(Through Proper Channel, except candidates from the Private Sector)
Please refer to the Job Description for the post and the Guidelines for processing cases of Bond level appointments in
Central Public Sector Enterprises

1. Name of the post applied for _____

2. (a) Applicant's Name (as per official records Mr./Mrs./Ms.) _____

(b) Designation of the Applicant (in full) _____

(c) Name of the company _____

(d) Category as per Employment Status :-
(Please tick as applicable) Officer of a CPSE/Central Government/Armed
Forces of the Union/All India Services/SPSE/Private
Sector

Paste Photo

(e) Office Address: _____

(f) Address for communication _____

3. Telephone No: Office _____ Residence _____ Mobile No. _____

E-Mail id _____

4. Date of Birth (DD/MM/YY) _____ Age as on date of vacancy (Years/Months/Days) _____

5 (i) Educational/Professional Qualifications:

Sl. No.	Qualification*	Name of Institution	Period of Study		Tick the relevant			Tick the relevant			Self Declaration Whether meets the eligibility qualification requirement		
1	2	3	4		5			6			7		
			From	To	Part time	Full time	Correspondence	Degree	Diploma	Certificate	Mandatory	Desirable	Other

* Should be exactly as per Degree/ Certificate issued by the university.

(ii) Positions held during the last ten years, from the date of uploading the vacancy circular.

(ii) Positions held during the last ten years, from the date of uploading the vacancy circular.									
Sl. No.	Complete Designation & Place of posting *	Name of the Organization	Pay scale**	Period		Reporting to Designation*	Self Declaration Whether meets the mandatory experience requirement		If yes, nature of duties in support of the declaration
1	2	3	4	5		6	7		8
				From	To		Yes	No	

* Should be correctly filled.

* Should be exactly as per specific office order issued by the CPSE/Ministry/SPSE/Employer.

** Private Sector-CTC/remuneration/allowances drawn.

NB : The positions should be indicated in order of the most recent assignments.

Note: 1. Please attach a write-up, not exceeding 400 words, in support of your candidature, for reference at the time of interview.
2. Full form of all abbreviations used while making entries in the application form should be suitably explained i.e. in footnotes or a separate attachment.

6) Do you hold lien in any organisation other than where currently working?

Yes	No
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If yes:
a) Name of the organisation in which the lien is held :
b) Date from which the lien is held :

(b) Are you on deputation?

Yes	No
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If yes :
a) Name of parent organisation :
b) Date from which on deputation :

7. (a) Whether any penalty/punishment was awarded to the applicant during the last 10 years.

Yes	No
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If yes, the details thereof

- i) Civil / Criminal
- ii) Departmental Inquiry

(b) Whether any civil or criminal action or inquiry is going on against the applicant as far as his / her knowledge goes

Yes	No
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If yes, the details thereof

- i) Civil / Criminal
- ii) Departmental Inquiry

I certify that the details furnished by me in Columns 1 to 7 wherever applicable are true to the best of my knowledge & belief.

(Name & Signature of the Applicant)

STATE PUBLIC SECTOR ENTERPRISES

8. Year wise Audited Annual Turnover of the Company for 3 financial years preceding the calendar year in which the post has been advertised (e.g: 2013-14, 2014-15 and 2015-16 for a post advertised in the calendar year 2017).

Year	Company in which candidate is/was serving	Annual Turnover of the Company & F.Y.

I certify that the details furnished by me in Columns 1 to 3 wherever applicable are true to the best of my knowledge.

(Name & Signature of the Applicant)

PRIVATE SECTOR

8. Year wise Audited Annual Turnover of the Company for 3 financial years preceding the calendar year in which the post has been advertised (e.g: 2013-14, 2014-15 and 2015-16 for a post advertised in calendar year 2017).

Year	Company in which candidate is/was serving	Annual Turnover of the Company & F.Y.

- (i) the annual report for the last 3 years
 (a) may be accessed over ____ (please provide URL), or
 (b) enclosed
- (ii) I certify that I am
 (a) Working at Board level ☐ Yes ☐ No position
 (b) Working at least a post of the level immediately below Board level. ☐ Yes ☐ No
- (iii) Whether the company is listed ☐ Yes ☐ No if yes;
 Proof of listing may be accessed over ____ (please provide URL)
- (iv) Self certified copies for proof of age and educational qualifications (enclosed)
- (v) The relevant jobs handled in the past with details/particular references

I certify that the details furnished by me in Columns 1 to 5 wherever applicable are true to the best of my knowledge & belief.

(Name & Signature of the Applicant)

Declaration

I Son/Daughter of hereby certify that I have not been disqualified to act as a Director under Section 164 or any other relevant sections of the Indian Companies Act, 2013.

(Name & Signature of the Applicant)

UNDERTAKINGS (as applicable)

For candidates from Central Government/Armed Forces of the Union/All India Services

The appointment is on deputation basis. I hereby undertake to join the post, if selected. I understand that:

- (a) if I convey my unwillingness to join after the interview is held, I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- (b) further, if I convey my unwillingness to join after the issue of offer of appointment I would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

Date:

(Name and Signature of the applicant)

For candidates from CPSE

I hereby undertake to join the post, if selected. I understand that:

- (a) if I convey my unwillingness to join after the interview is held, I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which I belong.
- (b) further, if I convey my unwillingness to join after the issue of offer of appointment I would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which I belong.

Date:

(Name and Signature of the applicant)

For candidates from SPSE/Private Sector

I hereby undertake to join the post, if selected. I understand that:

- (a) if I convey my unwillingness to join after the interview is held, I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- (b) further, if I convey my unwillingness to join after the issue of offer of appointment I would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

Date:

(Name and Signature of the applicant)

Verification

(To be filled in by the Designated officer for CPSE/Central Government/Armed Forces of the Union/All India Services/SPSE)

It is certified that the particulars furnished above have been scrutinized and found to be correct as per official records.

Signature & Designation of the
Competent Authority
with Telephone No. & e-mail address

Write-Up :

A : Achievements during the career so far (2000 characters) :

B : Vision for the post applied for (2000 characters):