



नेपा लिमिटेड

(भारत सरकार का उपक्रम)

पंजीकृत कार्यालय: नेपानगर, जिला बुरहानपुर (म.प्र.)-450221

सी.आई.एन.: U21012MP1947GOI000636



विज्ञापन क्र.04/2026

दिनांक 10.07.2026

संविदा आधार पर नियुक्ति

नेपा लिमिटेड, भारी उद्योग मंत्रालय के अंतर्गत अखबारी कागज उत्पादन में एक अग्रणी केन्द्रीय सार्वजनिक उपक्रम, विभिन्न विभागों के लिये संविदा आधार पर योग्य एवं अनुभवी उम्मीदवार, जो नियत योग्यता की पूर्ति करते हों, से आवेदन आमंत्रित करती है।

विस्तृत विवरण, निबंधन एवं शर्तें, आवेदन प्रक्रिया तथा आवेदन प्रपत्र कम्पनी की वेबसाइट www.nepamills.co.in से प्राप्त कर सकते हैं। विज्ञापन के लिये कोई भी शुद्धि पत्र/विस्तार केवल हमारी वेबसाइट पर प्रसारित किया जायेगा।

योग्य एवं इच्छुक आवेदक इस विज्ञापन के प्रकाशन की तिथि से 15 दिनों के भीतर अपने शैक्षणिक एवं अनुभव प्रमाण पत्रों की स्व-प्रमाणित प्रति के साथ निर्धारित प्रपत्र में ई-मेल आई.डी. careers@nepamills.nic.in पर आवेदन प्रेषित करें **अथवा** आवेदक अपने आवेदन आवश्यक दस्तावेजों सहित **वरिष्ठ प्रबंधक (कार्मिक एवं प्रशासन), नेपा लिमिटेड, नेपानगर** को रजिस्टर्ड/स्पीड पोस्ट के माध्यम से भी प्रेषित कर सकते हैं।

हस्ता./-

वरिष्ठ प्रबंधक (कार्मिक एवं प्रशासन)



NEPA LIMITED

(A Govt. of India Undertaking)

Regd. Office: Nepanagar, Dist: Burhanpur, (MP)-450221

CIN: U21012MP1947GOI000636



Advertisement No.04/2026

July 10, 2026

Recruitment on Contract Basis

Nepa Limited, a Pioneer Newsprint Manufacturing CPSU, under Ministry of Heavy Industries, invites applications for contractual engagement from qualified and experienced professionals for various departments.

Details along with eligibility criteria, terms & conditions, application procedure and application format may be downloaded from Company's website www.nepamills.co.in. Any corrigendum/extension to the advertisement shall be hosted on our website only.

Eligible and interested candidates send their applications on e-mail ID careers@nepamills.nic.in in prescribed proforma and attach self attested copies in support of their qualification and experience within 15 days from the date of publication of this advertisement **OR** the applicants may be sent their applications along with necessary documents to **Senior Manager (P&A), Nepa Limited, Nepanagar** through registered/speed post.

Sd/-

Senior Manager (P&A)



NEPA LIMITED : NEPANAGAR (MP)

(A Govt. of India Undertaking)

Hiring on Contractual Basis

1.	Position	Junior Shift Incharge
	Department	Paper Machine
	No. of Vacancies	4 (Four)
	Remuneration	Rs.35,000/- (all inclusive) Per Month
	Age Limit	Maximum 50 Years
	Qualification	Diploma in Pulp & Paper/B.A.Sc. in Pulp & Paper/Degree in (Chem. Engg./Science)/BE(Mech.)/B.Sc. with relevant experience.
	Experience	Minimum 3 years of experience in Paper Industry. Preference will be given to personnel only with paper machine background in High Speed Paper Machine.
	Job Description	Responsible for machine production in a shift with maintaining the quality parameters. Responsible for the chemical preparation, stock preparation to finishing house (reel wrapping). Coordination with service departments.



2.	Position	DCS Operator
	Department	Paper Machine
	No. of Vacancies	3 (Three)
	Remuneration	Rs.25,000/- (all inclusive) Per Month
	Age Limit	Maximum 50 Years
	Qualification	BE/B.Tech./Diploma in CSE/B.Sc. (CS)
	Experience	<ol style="list-style-type: none">1. Minimum 2 years of experience in Paper Machine background to apply only for BE/B.Tech.2. Minimum 3 years of experience in Paper Machine background to apply only for Diploma.3. Minimum 4 years of experience in Paper Machine background to apply only for B.Sc. (CS).
	Job Description	Responsible for DCS operation, monitor, control & maintain the parameters, Oversee and ensure safe smooth and efficient operation of process plant and utilities system Operates control panel to regulate temperature, pressure, rate of flow, and also tank level in processing, vigilant to all clothing in position & other job as assigned.



3.	Position	Junior Wet End Operator
	Department	Paper Machine
	No. of Vacancies	3 (Three)
	Remuneration	Rs.25,000/- (all inclusive) Per Month
	Age Limit	Maximum 50 Years
	Qualification	12 th /ITI
	Experience	Minimum 3 years of experience in High Speed Paper Machine.
	Job Description	Responsible for wet end area of Paper Machine (operation & control of stock preparation), sets up and operates machine in accordance with established procedures and guidelines. approach flow, wire & press section, nozzle cleaning, change of clothing, & other job as assigned. He has to assist Shift Incharge. He has to note down to all parameters like vacuum in flat boxes, couch roll, Pick Up roll, suction rolls, uhle boxes, doctor loading, press loading, Vacuum pump load etc. He has to keep close watch on wire and press felts position in running. He has to clean the wire and press rolls if there is fibre deposition. He has to pass the paper from press section during paper breaks. During machine shut cleaning of Head box and all showers nozzles. He has to make ready caustic for any time washing. Drain the system during shut and clean the system. Always try to make couch pit and press pit empty.



4.	Position	Back Tender
	Department	Paper Machine
	No. of Vacancies	7 (Seven)
	Remuneration	Rs.30,000/- (all inclusive) Per Month
	Age Limit	Maximum 50 Years
	Qualification	10 th /12 th /ITI
	Experience	Minimum 3 years of experience in Back Tender in High Speed Paper Machine.
	Job Description	Responsible for Paper Machine Dry End Operation of Paper Machine (Dryer, Calendar & Pope reel). Control of DCS/QCS. Co – ordinate with Shift Incharge/Assistant Shift Incharge and responsible for reel buildup, Shifting of reels, operation control of dryers & steam condensate system. Control of clothing run, change of clothing, change of carrier ropes, maintain the data & other job as assigned.



5.	Position	Winder Operator
	Department	Paper Machine
	No. of Vacancies	3 (Three)
	Remuneration	Rs.30,000/- (all inclusive) Per Month
	Age Limit	Maximum 50 Years
	Qualification	10 th /12 th /ITI
	Experience	Minimum 3 years of experience in Winder Operator in High Speed Paper Machine.
	Job Description	Responsible for the Winder Operator, size change, knife change, size marking, core pipe arrangement. Coordinates with Back Tender, Finishing team and quality team. Minimize the winder defects and control the broke generation.



6. Position	DCS Operator
Department	De-inking Plant
No. of Vacancies	3 (Three)
Remuneration	Rs.23,000/- (all inclusive) Per Month
Age Limit	Maximum 50 Years
Qualification	BE/B.Tech. in Chemical Engineering / Chemical Technology / Pulp & Paper Technology
Experience	<ul style="list-style-type: none">• Experience is no bar. Freshers may also apply.• Basic computer knowledge is mandatory• Preference may be given to candidates having exposure to De-inking Plant (DIP) operations, wastepaper-based pulp preparation systems or the Newsprint/Writing & Printing Paper Industry.
Job Description	<ul style="list-style-type: none">• Operate and monitor the DCS to ensure efficient operation of the De-Inking Plant (DIP) to support continuous production of Newsprint (NP) and Writing & Printing Paper (WPP) grades in a large wastepaper-based integrated paper mill.• Record shift-wise production data, process parameters, quality observations, and equipment performance in the logbook.• Maintain records of raw material and chemical consumption in coordination with the Shift Incharge.• Report process abnormalities or equipment breakdowns to the Shift In-Charge and maintenance teams.• Coordinate with Paper Machine and Quality Control teams to maintain consistent pulp quality and avoid rejections.• Monitor and control utilities consumption (steam, water, power) and maintain process parameters within standard limits.• Follow SOPs and safety procedures and maintain proper housekeeping in the control room.• Perform any other duties assigned by the Shift Incharge or HOD/HOD Incharge (DIP).



7.	Position	Shift Incharge
	Department	Power House
	No. of Vacancies	1 (One)
	Remuneration	Rs.45,000/- (all inclusive) Per Month
	Age Limit	Maximum 50 Years
	Qualification	1. BE in Mech./ Electrical / Instrumentation OR 2. Diploma in Mech./ Electrical / Instrumentation OR 3. 1 st Class Boiler Attendant License
	Experience	<p>(a) For BE (Mechanical/Electrical/Instrumentation):</p> <ol style="list-style-type: none">1. Minimum 4 years of experience in Power plant including AFBC Boiler operations & condensing steam turbine operation.2. Should have Boiler & Turbine DCS operation Experience.3. Experience in power plants of capacity 10 MW and above. <p style="text-align: center;">OR</p> <p>(b) For Diploma (Mechanical/Electrical/Instrumentation):</p> <ol style="list-style-type: none">1. Minimum 6 years of experience in Power plant including AFBC Boiler operations & condensing steam turbine operation.2. Should have Boiler & Turbine DCS operation Experience.3. Experience in power plants of capacity 10 MW and above. <p style="text-align: center;">OR</p> <p>(c) For 1st Class Boiler Attendant License</p> <ol style="list-style-type: none">1. Minimum 10 years of experience in Power plant including 8 years of experience in AFBC Boiler operations & condensing steam turbine operation.2. Should have Boiler & Turbine DCS operation Experience3. Experience in power plants of capacity 10 MW and above <p>preference: BOE (Boiler Operation Engineer) Certificate will be preferred.</p>
Job Description	<ol style="list-style-type: none">1. Responsible for plant operation (Boiler, Turbine, CHP, AHP, DM Plant) in shift. Responsible for operation of plant through DCS.2. Operate and monitor boiler, turbine, generator, and all auxiliaries during the shift.3. Ensure smooth startup, shutdown, and load management of the CPP.4. Supervise shift personnel (operators, technicians) and allocate duties.5. Ensure adherence to safety, statutory, and environmental norms.6. Coordinate with maintenance team for breakdowns and preventive activities.7. Maintain shift logbook, operational records, and report incidents/ deviations.8. Optimize fuel consumption, efficiency, and plant performance.9. Handle emergency situations and ensure quick restoration of operations.	



8. Position	Boiler DCS Operator
Department	Power House
No. of Vacancies	2 (Two)
Remuneration	Rs.38,000/- (all inclusive) Per Month
Age Limit	Maximum 50 Years
Qualification	1. BE in Mech./ Electrical/Instrumentation OR 2. Diploma in Mech./ Electrical/Instrumentation OR 3. First Class Boiler Attendant
Experience	(a) For BE (Mech./Electrical/Instrumentation): 1. Minimum 3 years of experience in power plant AFBC Boiler DCS operations. 2. Experience in power plants of capacity 05 MW and above. OR (b) For Diploma (Mech./Electrical/Instrumentation): 1. Minimum 4 years of experience in Power plant AFBC Boiler DCS operations. 2. Experience in power plants of capacity 05 MW and above. OR (c) For First Class Boiler Attendant License: 1. Minimum 4 years of experience in AFBC Boiler DCS operations. 2. Experience in power plants of capacity 05 MW and above.
Job Description	<ol style="list-style-type: none">1. Operate and monitor boiler & its auxiliary parameters through DCS for safe and efficient operation of the boiler (AFBC).2. Ensure proper startup, shutdown, and load variation of the boiler as per SOP and demand requirements.3. Maintain proper air-fuel ratio, combustion efficiency, and stable bed conditions.4. Respond promptly to alarms, trips, and abnormal conditions, and take corrective actions.5. Coordinate with field operators for operation of auxiliaries, fuel handling, ash handling, and feed water system.6. Maintain log sheets, operational records, and report shift performance accurately.7. Ensure adherence to safety norms, interlocks, and environmental standards (emission control, ash handling, etc.).8. Assist in troubleshooting, breakdown handling, and preventive maintenance activities.9. Optimize boiler performance, fuel consumption, and efficiency during operation.10. Immediately inform Shift Incharge about any abnormality, deviation, or emergency condition.



9. Position	First Class Boiler Operator
Department	Power House
No. of Vacancies	1 (One)
Remuneration	Rs.35,000/- (all inclusive) Per Month
Age Limit	Maximum 50 Years
Qualification	First Class Boiler Attendant License
Experience	Minimum 5 years of experience in AFBC Boiler operations.
Job Description	<ol style="list-style-type: none">1. Operate and control AFBC boiler from field.2. Ensure safe startup, shutdown, and load operation of the boiler.3. Monitor critical parameters such as steam pressure, temperature, drum level, bed temperature, and draft.4. Handle fuel feeding system, Ash handling system.5. Operate and monitor auxiliaries, ESP/Bag filter, ash handling system, and feed water system.6. Ensure compliance with Indian Boiler Regulations (IBR) and safety standards.7. Coordinate with DCS operator and Shift Incharge for smooth plant operation.8. Maintain logbooks, shift reports, and statutory records.9. Assist in boiler light-up, shutdown, and emergency handling.10. Ensure proper housekeeping and safe working practices in boiler area.



10. Position	Shift Engineer
Department	Instrument
No. of Vacancies	2 (Two)
Remuneration	Rs.35,000/- (all inclusive) Per Month
Age Limit	Maximum 50 Years
Qualification	Degree/Diploma in Instrumentation/Electronics/Electrical
Experience	For Degree :- 3 Years For Diploma :- 4 Years Preference will be given to candidates having experience in Nepa Limited.
Job Description	In process control instrumentation in Paper/Continuous Process/Chemical Troubleshooting of DCS/QCS, programming & calibration knowledge with maintenance and troubleshooting of SMART field instruments like control valve, On/Off valve, Consistency, Brightness, Flow, Pressure, Level, Temp, humidity Tx. Note :- Handson experience on M/s Valmet make DCS/QCS with smart field instrument, Hydraulic experience in Paper industry will be Preferable.



11. Position	Instrument Technician
Department	Instrument
No. of Vacancies	2 (Two)
Remuneration	Rs.22,000/- (all inclusive) Per Month
Age Limit	Maximum 50 Years
Qualification	ITI in Instrumentation/Electronics/ Electrician
Experience	3 Years of Experience in relevant field. Preference will be given to candidates having experience with Nepa Limited.
Job Description	In process control instrumentation in Paper/Continuous Process/Chemical Troubleshooting of DCS / QCS , programming & calibration knowledge with maintenance and troubleshooting of SMART field instruments like control valve, On/Off valve, Consistency, Brightness, Flow, Pressure, Level, Temp, humidity Tx. M/s Valmet make DCS/QCS experience will be advantages.



12. Position	Shift Engineer
Department	Electrical
No. of Vacancies	2 (Two)
Remuneration	Rs.35,000/- (all inclusive) Per Month
Age Limit	Maximum 50 Years
Qualification	BE/B.Tech. in Electrical or Electrical and Electronics Engineering/ Electronic & Tele Communication OR Diploma in Electrical or Electrical and Electronics Engineering/ Electronic & Tele Communication
Experience	2 years for BE/B.Tech. and 3 years for Diploma of experience in the field of electrical maintenance in Manufacturing Industry (preferably in Paper Industry).
Job Description	Maintenance and trouble shooting of HT & LT electrical systems, Sectional AC Drives, stand alone drives, UPS, EoT Cranes and HVAC etc., managing day to day maintenance activities, coordinate all maintenance activities with process to minimize the production loss.



13. Position	Junior HR Officer
Department	P&A
No. of Vacancies	2 (Two)
Remuneration	Rs.30,000/- (all inclusive) Per Month
Upper Age Limit	Maximum 50 Years
Qualification	MBA (HR)/MSW OR PGDBM (2 Years), LLB preferred Experience in HR Management preferably in Pulp & Paper Industry
Experience	Minimum 2 years experience in any organization. Knowledge of Government Rules and Acts of Factory establishment. Should have good hands on computer with speed and accuracy in preparation of presentation, excel sheets, etc.
Job Description	<ol style="list-style-type: none">1. Staff performance evaluations.2. Organize staff training sessions, workshops and activities.3. Process employee requests for outside training while complying with policies and procedures.4. Provide staff orientations.5. Write proposals for training.6. Prepare notices and advertisements for vacant staff positions.7. Schedule and organize interviews.8. Participate in applicant interviews.9. Conduct reference checks on possible candidates.10. Prepare, develop and implement procedures and policies on staff recruitment.11. Implement a human resources plan and personnel management policies and procedures.12. Promote workplace safety.13. Provide advice and assistance to staff on pay and benefits systems.14. Explain and provisions of the personnel policy.15. Monitor daily attendance.16. Investigate and understand causes for staff absences.17. Recommend solutions to resolve chronic attendance difficulties.18. Compile statistical data and create/prepare reports and analysis using the existing systems and records.19. Develop and maintain appropriate employment records and systems.20. Employee grievance redressal.21. Training & Development.22. Performance Management System.23. To support all Administrative activities.24. Co-ordination with other departments.



14.	Position	Painter
	Department	Industrial Safety
	No. of Vacancies	1 (One)
	Remuneration	Rs.13,500/- (all inclusive) Per Month
	Age Limit	Maximum 55 Years
	Qualification	Higher Secondary with drawing and painting subject.
	Experience	Minimum 2 years of relevant painting experience at Industries. Preference will be given to work at Nepa.
	Job Description	Responsible for Painting illustrating or designing artwork such as nomenclature, instructions, indications, logo, sign boards etc. for Industry.



TERMS AND CONDITIONS

Qualification and Experience

Required essential qualification, experience and age limit for all the positions is indicated above. Age limit and post qualification experience should be as on 30.06.2026.

Relaxation

Relaxations for SC/ST/OBC/PWD/Ex-servicemen candidates will be as per Government Directives and Certificate for the same should be submitted with the application duly issued by the Competent Authority. The OBC candidates who belong to "Creamy Layer" are not entitled for relaxation admissible to OBC-NCL candidates and such candidates will have to indicate their category as Unreserved (UR) / General.

Selection Procedure

Selection will be made through interview of shortlisted candidates by online or physical. Merely fulfilling the eligibility criteria does not entitle the candidate to be called for interview. Nepa Limited reserves the right to raise the minimum eligibility standards etc. in order to restrict the number of candidates to be called for interview, commensurate with the number of vacancies. The decision of Nepa Limited in this regard will be final. Company may increase or decrease number of post as per the Company's requirement.

Contract period

Selected candidate will be initially engaged on contractual basis for 11 months period. The contract period may be extended subject to performance of the individual and requirement of the Company.

Company accommodation on normal rent basis subject to availability.

No benefits will be payable other than the amount indicated.

Eligibility criteria can be relaxed for outstanding candidates. Management's decision will be final in this regard.

This engagement is purely temporary basis/contractual engagement. No representation for permanent appointment or extension of tenure is admissible.



How to Apply

Candidates fulfilling the above requirements only should submit their application in the prescribed format duly signed and affixing latest passport size photograph along with self attested copies of the following testimonials/documents:

- **“Application for the post of _____ & Sr. No. _____” must be mentioned clearly on envelope failing which candidature will not be considered at any cost.**
- **Document in support of date of birth proof.**
- **All certificates/testimonials in respect of qualifications from matriculation onwards.**
- **Caste certificate/PWD proof as the case may be.**
- **Experience certificate/documents issued by employer in support of experience as mentioned in application form failing which candidature will be immediately rejected.**
- **NOC/forwarding letter in case candidate employed in PSU/Central/State/Semi-Government organizations.**

Candidates should ensure that they submit all the documents mentioned above. In the event of failure, candidature of such candidate shall be liable to be rejected.

Persons discharged/dismissed from service on disciplinary grounds from any organization need not apply.

Before applying, candidates should ensure that he/she fulfils the requirements mentioned in the advertisement. The company would be free to reject any application at any stage of the engagement process if the candidate is found ineligible.

Application complete in all respect in prescribed proforma along with the attested testimonials documents send through e-mail ID : careers@nepamills.nic.in.

OR

Application complete in all respect along with the attested testimonials documents may be sent by REGISTERED/SPEED POST in sealed envelope subscribing **“Application for the post of _____ & Sr. No. _____”** to the following address:

Senior Manager (P&A)
Nepa Limited, Neapanagar, Dist – Burhanpur
Madhya Pradesh – 450 221

The application must reach the above address within 15 days from the date of publication of advertisement. The company will not be responsible for postal delay or loss/non-delivery thereof. No correspondence in this regard will be entertained.



Health / Medical Fitness

Engagement to the above Post on contractual basis will be subject to the candidate being medically fit as per certification of the Incharge Nepa Limited Hospital.

General Instruction

The Management reserves the right to fill or not to fill the above positions without assigning any reason whatsoever.

The prescribed qualification/experience is minimum and mere possession of the same does not entitle a candidate to be called for interview. In this regard, the company's decision shall be final.

Any canvassing directly or indirectly by the applicant will disqualify his/her candidature. Any dispute with regard to the engagement against this advertisement will be jurisdiction of Nepanagar Court only.

**Senior Manager (P&A)
Nepa Limited, Nepanagar**