

RECRUITMENT OF MANAGEMENT TRAINEES

ADVERTISEMENT NO: HLL/HR/020/2026 dated 18.02.2026

HLL Lifecare Limited (HLL) is a Miniratna **Central Public Sector Enterprise** under the **Ministry of Health and Family Welfare, Government of India**, and a leading manufacturer and marketer of contraceptives, healthcare, and pharmaceutical products. Recognized globally for its leadership in contraceptives, hospital products, and healthcare services, HLL operates seven manufacturing units, five subsidiary/joint venture companies, and 21 regional offices, with exports to over 87 countries worldwide.

Beyond manufacturing, HLL provides a comprehensive range of services including healthcare and diagnostic services, consultancy, and turnkey solutions for healthcare infrastructure projects, as well as consultancy for procurement of medical equipment and devices. The organization has further diversified into retail pharmacy operations through AMRIT and HLL Pharmacies, and into diagnostic and imaging services under the HINDLABS brand. **Guided by its Vision 2030**, HLL aspires to evolve into a **₹10,000 crore** enterprise and attain Navratna CPSE status by 2030, reinforcing its position as a total healthcare solutions provider committed to enhancing the health and well-being of society at large.

To further strengthen the talent pool of HLL Lifecare Limited, applications are invited from young, dynamic, and high-potential professionals who are eager to take on challenging assignments and are committed to contributing to the organization's operational excellence and sustainable financial growth.

Interested and eligible candidates may apply online for the post of Management Trainee in various disciplines, as detailed below. The selection process will comprise a Computer Based Test (CBT), followed by multi-stage interviews and psychometric evaluation, as applicable.

1. DISCIPLINE AND EDUCATIONAL QUALIFICATION

Sl. No	Discipline	Educational Qualification	Vacancy
1	Engineering	Full-time BE/B.Tech in Chemical / Mechanical / Mechatronics / Biomedical / Instrumentation / Electrical & Electronics / Civil / Information Technology / Computer Science with minimum 65% aggregate marks from reputed Institutions.	17
2	Pharma	Full-time B.Pharm with minimum 65% aggregate marks from reputed Institution	6
3	Marketing	Full-time MBA (Marketing) / MBA (Digital Marketing) / 2-year PGDBM (Marketing) (equivalent to MBA) / MIB / MPIB with minimum 65% aggregate marks from universities/institutes of repute.	10
4	Human Resources	Full-time MBA (HR) / MSW (PM&IR) / 2-year PGDPM (equivalent to MBA) / MA (PM&IR) / MHRM with minimum 65% aggregate marks from reputed institutions. Additional qualification of LLB is desirable.	2
5	Social Work	Full-time MSW (Medical and Psychiatry) with minimum 65% aggregate marks from reputed institutions.	1
6	Data Analytics	BE / B.Tech / BSc (Mathematics/Statistics) with fulltime MBA (Data Analytics) with minimum 65% aggregate marks from reputed institutions.	1
7	Hospital Management	UG in Science with Full-time MBA (Hospital Management) with minimum 65% aggregate marks from reputed institutions.	3

Note :

- ❖ **Minimum Qualifying Marks:** The minimum qualifying marks for GENERAL (UR), OBC (Non-Creamy Layer) & Economically Weaker Sections (EWS) category candidates are 65%. For SC, ST and Persons with Disability (PwD) candidates, minimum qualifying marks is 60% after giving relaxation of 5%. In case of CGPA/GPA, conversion in percentage certificate issued by University/Institute shall be attached without fail. However, Mark sheet of the

candidate sharing CGPA to percentage conversion formula is acceptable and same can be uploaded.

- ❖ The Qualifications should be recognized by AICTE / appropriate Indian Authority

2. NUMBER OF VACANCIES AND RESERVATION

Category	UR	SC	ST	OBC (NCL)	EWS	PwD	Total
Vacancies	14	6	3	11	4	2	40

- ❖ HLL reserves the right to increase / decrease the number of vacancies or not to fill up the vacancies or cancel the recruitment process, as per its requirement.
- ❖ The posting shall be at HLL/any subsidiaries of HLL as desired by HLL. However, depending upon organisational requirement, the candidates are liable to be transferred within different units of HLL. The appointment to the post carries with it the obligation to serve in any unit / division of HLL / worksites/projects undertaken in any part of India or abroad as the case may be.

3. AGE LIMIT

- ❖ **Upper Age Limit:** 27 years as on **01.02.2026**
- ❖ Relaxation in age will be applicable for SC/ST/OBC(NCL)/PwD candidates as per Government of India rules.

4. RESERVATION

- i) Government of India directives on reservation shall apply.
- ii) Applicants belonging to EWS category should produce a valid *Income and Asset Certificate* issued by any of the following authorities in the prescribed format. This certificate shall only be accepted as proof of applicant's claim as belonging to EWS, failing which their candidature shall not be considered against reservation under EWS category:-

- ❖ District Magistrate/Additional District Magistrate/ District Collector / Executive Magistrate/ Deputy Commissioner/Additional Deputy Commissioner/ 1st Class Stipendary Magistrate/ Sub-Divisional Magistrate/ Taluka Magistrate/ Extra Assistant Commissioner
 - ❖ Chief Presidency Magistrate/Additional Chief Presidency Magistrate/ Presidency Magistrate
 - ❖ Revenue Officer not below the rank of Thahsildar and
 - ❖ Sub-Divisional Officer or the area where the candidate and/or his family normally resides.
- iii) Applicants belonging to SC or ST or OBC (Non Creamy Layer), should produce a valid recent community certificate issued by the Revenue Authority not below the rank of the Thahsildar, failing which their candidature will not be considered against the reserved posts, and for other concessions/relaxations applicable to the categories.
- iv) In the case of Persons with Benchmark Disabilities, the degree of disability should be minimum of 40%. The applicant should submit a valid Certificate of disability to this effect in the prescribed format issued by Competent Authority as per the Rights of Persons with Disabilities Rules, 2017.

5. SELECTION PROCESS

The selection process comprises of multiple phases / stages: including a Computer Based Test (CBT), Preliminary Interview, Psychometric Assessment, and a Final Interview.

a. Phase I – Computer Based Test (CBT)

The Computer Based Test (CBT) shall be of 90 Minutes (1 hour 30 minutes) duration comprising of 100 Questions as below

Part	Description	Marks	Time allotment
Part I	General Arithmetic, English Comprehension, Logical Reasoning, General Knowledge, and Aptitude	50	30 minutes
Part II	Domain / Discipline Knowledge	50	60 minutes
Total Marks		100	90 minutes

Minimum Qualifying marks to be obtained Computer Based Online Test

General (UR)/EWS	OBC (Non-Creamy Layer)	SC/ST/PwD
50%	40%	35%

b. Phase 2 – Multi – stage Interview Assessment

Stage 1 – Preliminary Interview:

Candidates who score qualifying marks in CBT shall be shortlisted for next stage of Preliminary Interview. HLL shall call sufficient number of candidates for preliminary interview so as to get candidates in the minimum ratio of 6 candidates against one post in order of merit/reservation

Minimum Qualifying marks to be obtained in Preliminary Interview

Category	Minimum Qualifying Marks
General	50%
OBC (NCL)	40%
SC / ST / PWD	35%

Stage – 2: Psychometric Analysis

Candidates shortlisted in Stage 1 Interview will undergo an online psychometric evaluation in the ratio of 1:3. The evaluation will be used as assessment tool to gauge candidates' behavioral attributes, personality orientation, and managerial potential.

Stage – 3: Document Verification & Final Interview

Candidates who fail to produce the certificate and testimonials in original shall not be permitted to appear in the final interview. Further to the document verification, the Final interview with eligible candidates in the ratio of 1:3 as decided by HLL.

Minimum qualifying marks prescribed for the Stage 3 – Final interview

Category	Minimum Qualifying Marks
General	50%
OBC (NCL)	40%
SC / ST / PWD	35%

6. FINAL SELECTION

Based on the marks obtained in the final interview and the organizational requirement, the candidates will be shortlisted for appointment as Management Trainee in HLL. The final merit list will be prepared separately for UR/SC/ST/OBC (NCL)/PWD/EWS categories, based on the total number of available vacancies.

7. COMPENSATION / PAY

Selected candidates will be placed as Management Trainee on a monthly stipend equal to Basic Pay + DA as applicable to Executives in the level of Deputy Manager (E1 level), ie, Basic Pay Rs.40,000/- per month + applicable DA thereon. On successful and satisfactory completion of 1-year training period and passing the test conducted for the purpose, regularization will be in **Deputy Manger (E-1 Grade)** in the scale of pay of Rs.40,000/- – 1,40,000/-

8. APPLICATION FEE

Candidates belonging to **GENERAL (UR) / OBC (Creamy Layer & Non-Creamy Layer) / EWS** categories are required to pay a **non-refundable application fee of ₹1,000/- (Rupees One Thousand Only) plus applicable GST**. **SC / ST / PwD** candidates are **exempted** from payment of the application fee. The fee shall be paid **online only**; no other mode of payment will be accepted. HLL Lifecare Limited shall not be responsible for any fee deposited into an incorrect account.

The application fee, once paid, **shall not be refunded or adjusted** against any future recruitment process under any circumstances. Candidates are therefore advised to **carefully verify their eligibility** before submitting the application.

9. SERVICE BOND

Selected candidates shall be required to serve the Company for a **minimum period of 60 months** from the date of joining. Accordingly, they will be required to **execute a Service Agreement Bond for an amount of ₹3,00,000/- (Rupees Three Lakhs only)** at the time of joining.

10. TRAVEL ALLOWANCE

No travelling allowance shall be paid to candidates for appearing in the Computer Based Test (CBT); however, candidates called for document verification and the final interview shall be reimbursed **to-and-fro Third AC rail fare**, as admissible for the post and as per Company rules, by the shortest route from the mailing address mentioned in the online application form to **HLL, Thiruvananthapuram**, subject to production of valid proof. Candidates claiming reimbursement must submit a copy of the front page of their savings bank passbook indicating the account number and IFSC code at the time of document verification, and the eligible amount shall be credited directly to their bank account. Reimbursement shall be made only to those candidates who submit the requisite details. If, during document verification, a candidate is found not fulfilling any of the prescribed eligibility criteria, he/she shall neither be permitted to attend the final interview nor be entitled to any travelling allowance.

11. TRAINING FOR MANAGEMENT TRAINEES

Selected candidates will undergo a **structured Management Trainee Programme** encompassing **classroom-based learning, leadership development camps, and comprehensive on-the-job training** across various units and divisions of HLL Lifecare Limited.

12. IMPORTANT DATES:

Activity	Important dates
Opening date for Online Registration of Applications	18.02.2026
Last date of Online Submission of Applications	10.03.2026

13. HOW TO APPLY

Registration to be completed in 6 steps:

Visit the website <https://hlmt.cbtxam.in/>

Step 1: Enter contact details for First Step registration. SMS with login details will be received.

Step 2: Complete the First step by filling demographic detail and select the post applying.

Step 3: Enter Education Details/Work Experience

Step 4: Upload Photo (.jpeg less than 100KB), Signature (.jpeg less than 100KB), and all relevant Certificate's scanned Images (.jpeg less than 100KB or .PDF less than 10MB).

Step 5: Application Preview or Modify

Step 6: Payment Online Mode (via credit card, Debit card, net banking, UPI etc.)

A) General/EWS/OBC Candidates - Rs.1180/- (Rupees One Thousand and One hundred Eighty only)

B) SC/ST Candidates – Exempted.

C) Persons with Disabilities - Exempted.

- Application fee, once remitted, shall not be refunded under any circumstances.
- Applications without the prescribed fee would not be considered and summarily rejected.

Candidate can click in 'Login' button on the website to preview their application form.

Note: In case of candidate not fulfilling eligibility criteria (age / qualification) at any stage, application form will be cancelled, and no query will be entertained.

14. GENERAL CONDITIONS

- i. Before applying, candidates must ensure that they meet all the eligibility criteria specified in the advertisement.
- ii. Only online applications submitted through the prescribed website shall be considered for the selection process, and no separate communication will be issued in this regard.
- iii. **All information furnished in the application shall be verified against original documents** at the time of the interview. If any information provided by a candidate is found to be **false, incorrect, or not in conformity with the prescribed eligibility criteria**, his/her candidature shall be **liable for rejection or cancellation at any stage** of the recruitment process.
- iv. Only Indian Nationals are eligible to apply.
- v. SC/ST/OBC/PwD candidates will be eligible for relaxation as per Government of India directives.
- vi. SC/ST candidates must submit a valid SC/ST Caste Certificate in the prescribed format applicable for appointment to posts under the Government of India.
- vii. OBC candidates must submit a valid Other Backward Class (Non-Creamy Layer) certificate in the prescribed format applicable for appointment to posts under the Government of India.
- viii. The crucial date for determining the age limit shall be the same as the cut-off date prescribed for calculating the qualification and post-qualification experience of the candidates.
- ix. HLL Lifecare Limited reserves the right to cancel, restrict, modify, or amend the selection process, or to not fill any or all of the notified posts, at its sole discretion. The number of vacancies may also be increased or decreased in accordance with organizational requirements.
- x. **Candidates employed in Government, Semi-Government organizations, Public Sector Undertakings, or Autonomous Bodies must produce a valid No Objection Certificate (NOC)** from their employer at the time of the interview.

- xi. The decision of the Management with regard to selection shall be final and binding.
- xii. Based on the number of candidates, Management reserves the right to modify, relocate, or change the test centres at its discretion.
- xiii. Any change, amendment, modification or addition to this advertisement shall be published on the HLL website only.
- xiv. A candidate shall be eligible to apply for **only one post**. Submission of applications for more than one post by the same candidate will result in **rejection of all applications** submitted by that candidate.
- xv. **Canvassing in any form will be a disqualification**
- xvi. For any further clarification related to the recruitment process, please contact us via email hllmt2026@gmail.com

