



FACT THE FERTILISERS AND CHEMICALS
TRAVANCORE LIMITED

MANAGEMENT TRAINEES SELECTION
FACT, Kochi, a schedule 'A' Central PSU, requires

1. Graduates in Engineering (Chemical, Mechanical and Electrical)
2. Graduates in Agriculture with 2 year PG Degree/Diploma in Management, with minimum 60% marks. (50% for SC/ST) in the Qualifying examinations.

Age: *Below 26 years as on 01.09.2010, (relaxable as per rules).*

For details visit our website: www.fact.co.in

Training for 2 years; Stipend P.M (Likely to be revised): 1st year ₹.15000, 2nd year ₹.18000. Minimum salary on absorption: above ₹.31000 P.M+Perks

Candidates may apply online. Last date: **20.10.2010**. Last date for receipt of hard copy of application: **30.10.2010**

CHIEF MANAGER (HR)
Udyogamandal, 14.09.2010

WEB PAGE FOR ON-LINE APPLICATION WILL BE AVAILABLE FROM 17.09.2010



THE FERTILISERS AND CHEMICALS TRAVANCORE LTD.

Requires Management Trainees in the following disciplines:

Category	Discipline	Number of Posts				
		Unreserved	SC	ST	OBC	Total *
1	Chemical	6	--	1	7	14
2	Electrical	1	--	1	2	4
3	Mechanical	--	1	--	2	3
4	Marketing	3	1	--	2	6

*** - Out of the above, two are reserved for PWD (Persons With Disability) - one for OH (Orthopaedically handicapped) and one for HH (Hearing handicapped)**

1. Essential Qualification:

1.1 Categories 1 to 3 :Bachelors Degree in Engineering/Technology in respective discipline from a recognized University/Institute with minimum of 60% marks in the qualifying examination (50% for SC/ST Candidates).

1.2 Category 4 : BSc Agriculture from a recognized University/Institute with minimum 60% marks in the qualifying examination (50% for SC/ST Candidates) **PLUS** 2 years` PG Degree/PG Diploma in Management from recognized University/Institute with minimum 60% marks in the qualifying examination (50% for SC/ST Candidates). Candidates shall have working knowledge of at least one of the languages viz. Malayalam, Tamil, Telugu, Kannada, in addition to English.

1.3 Wherever CGPA/OGPA or letter grade is awarded, the candidate shall indicate the equivalent percentage of marks. PG Diploma in Management should be equivalent to MBA as recognized by UGC/AICTE.

1.4 Candidates awaiting results of qualifying examination may also apply. However, they should produce the marklist at the time of interview/Group Discussion or in November 2010 whichever is later, failing which their candidature will not be considered, even if they clear the written test.

1.4 Reservation eligibility of candidates shall be as per applicable rules in vogue and based on documents evidencing the same.

2 Maximum Age limit: 26 years as on 1.9.2010. Relaxable upto 5 years for SC/ST, 3 years for OBC and 10 years for Persons with physical disability (PWD) as per rules for reserved categories. Further relaxation in age by 2 years for post graduates in Engineering/Technology /Agriculture.

Internal candidates - Relaxation shall be given to the extent of actual period of service as a permanent employee in FACT. Training period leading to permanent employment will be counted as period of permanent employment. An employee shall be counted as permanent employee only if he/she has completed the training period and has been posted as permanent employee. However, employees due for superannuation before September 2015 shall not be eligible to apply.

- 3 **Method of Selection:** Selection will be made based on written test, group discussion and interview.

On the basis of details given in the application, all eligible candidates will be called for a written test of three hours duration to be held at New Delhi, Hyderabad, Chennai and Kochi on **date that will be notified in our website**. Management reserves the right to cancel any of the centres if sufficient number of candidates are not available in that centre and in that event candidates will be directed to take the examination at any of the other centres.

The test will consist of 2 parts. Part 1–Management Aptitude consisting of Aptitude, General English and General Knowledge and Part 2–Technical Aptitude in the respective discipline. The questions will be multiple-choice, objective type and prepared in English. Based on the test score, candidates not less than five times the number of vacancies in each discipline will be called for group discussion and personal interview at Kochi, in the order of merit.

At the time of Group Discussion and Interview candidates will have to produce original certificates to prove qualification, Age, Caste etc. Candidates found to be not meeting the eligibility criteria on verification of the original certificate will not be allowed to attend the Group Discussion/Interview.

Candidates called for group discussion and interview will be paid 2nd class to and fro railway fare in the shortest route as per rules, on production of documentary proof of expense.

- 4 **Application fee:** Rs.500/- . SC/ST and PWD candidates are exempted from paying application fee. Internal candidates (permanent employees of FACT) are also exempted from payment of application fee.
- 5 **Training:** Those candidates selected will be offered appointment as Management Trainees on Training for a period of 2 years.
- 6 **Bond:** Selected candidates will have to execute a bond to serve the Company for a minimum period of three years on successful completion of the training or to pay Rs.1,00,000/- as compensation to the Company for which the candidate will have to furnish a surety bond to be executed by parents/guardian/reliable surety. SC/ST candidates are exempted from executing the Bond.
- 8 Before joining, the selected candidates will be required to get a Medical fitness certificate.

- 9 Stipend: Selected Management Trainees will be paid a consolidated pay of **Rs.15,000/-** per month during first year and **Rs.18,000/-** per month during second year of training (likely to be revised).
- 10 Absorption: On successful completion of training of 2 years and based on performance assessment, the Management Trainees will be absorbed in the Managerial cadre in E2 grade of pay (Rs. 20600 - 46500) as Engineer/ Senior Sales Officer. At the start of the scale E2, an Engineer/ Senior Sales Officer will get more than Rs.31,000/- (Basic+DA+HRA). On absorption, they will be eligible for other perks like medical reimbursement, accommodation in township, local travel allowance for those maintaining vehicles / transport subsidy, subsidized meals, etc.
- 11 Eligibility for calling for written test will be based on the details furnished in the on-line application and declaration made by the applicant. The certificates submitted by the candidates who qualify in the written test will be verified against original certificates produced at the time of the group discussion and interview. Those who do not meet the requirements as to age, qualification ,eligibility etc. on verification of the original certificates, will not be considered for selection and no TA will be paid to them even though they qualify in the written test.
- 12 Appearing for written test will not confer any right on the applicant for selection. FACT reserves the right to debar/disqualify any candidate at any stage of selection proceedings for any reason whatsoever.
- 13.0 **How to apply**
- 13.1 Interested candidates may **apply online** on or before 20.10.2010 as per instructions given in our website, and **forward a downloaded copy** of the submitted application to the Chief Manager (Human Resources)E, FACT, FEDO Buildings, Udyogamandal-683501, Kerala so as to reach the addressee on or before 30.10.2010, alongwith the following:
- (a) Non-refundable application fee of Rs. 500/- as DD drawn in favour of FACT Ltd., **payable at Udyogamandal,** Kochi on State Bank of Travancore (code-70158), Bank of India (code-8568) or Dena Bank (code-620377)

or

- (b) Copy of caste certificate issued by competent authority not below the rank of Tahsildar in the case of SC/ST/OBC candidates and disability certificate issued by a Government Medical Board in the case of PWD candidates
- 13.2 Candidates are requested to write their name, Register No. and discipline on the reverse side of the D.D.
- 13.3 Applications without the requisite fee or documents evidencing exemption as per prevalent rules, will not be entertained.
- 13.4 No other enclosures except as mentioned above are required to be furnished alongwith the application, and we shall not be responsible for any other such documents sent alongwith the application.
- 13.5 The envelope containing the application form shall be superscribed with the following- "Application for MT2010" and the discipline (Chemical/Mechanical/Electrical/Marketing) for which application is being submitted.
- 14 Persons employed in Govt./Quasi Govt./Public Sector Undertaking must apply through proper channel.
- 15 Candidates who do not meet the specified requirements need not apply as their applications will be rejected and application fee forfeited.**
- 16 Last date for submitting application online is 20.10.2010 Last date for receipt of hard copy of application with requisite attachments is 30.10.2010.**
- 17 Hall Tickets for written test
- 17.1 Hall Tickets will be generated online and eligible candidates shall download their Hall Tickets from our website between dates that will be notified in our website.
- 17.2 Candidates reporting without the downloaded hall ticket shall not be allowed to write the test.

- 18 **Candidates are required to check our website regularly to obtain updates on the dates for downloading of hall tickets ,date of test and other notifications if any.**

CHIEF MANAGER (HR)
The Fertilisers and Chemicals Travancore Ltd.

Udyogamandal,
14.9.2010