THE FERTILISERS AND CHEMICALS TRAVANCORE LTD.(FACT)
a schedule 'A' multi-divisional Central PSU

Recruitment Notification No. : 06/2026 dated 22.07.2026

THE FERTILISERS AND CHEMICALS TRAVANCORE LTD., a multi-divisional Central PSE, and pioneers in the manufacture and marketing of Fertilisers, Chemicals and Caprolactam, with activities spread over Manufacturing, Engineering Design and Consultancy, Fabrication etc., invites applications from eligible candidates for recruitment to the following post.

1. Specification & Reservation

Discipline/Scale	Number of posts	Qualification	Maximum Age
Assistant Manager (Welfare) 50000-160000 (E2)	1 Unreserved	(i) 2 year Post Graduate Degree in Social Work or Human Resources Management or Labour Welfare from any institution recognised by the Central or State Government OR 2 year Post Graduate Diploma in Social Work or Human Resources Management or Labour Welfare from any institution recognised by the Central or State Government (ii) Candidates shall have working knowledge (speaking, reading and writing) in Malayalam language in addition to English. (iii) Candidates shall have minimum 3 years post qualification executive experience (managerial cadre) in Labour Welfare and Industrial Relations in a PSU/Factory/Mines/Plantations having a workforce of minimum 250 employees.	35 years

1.1 Selected candidates shall be appointed as **Welfare Officer** as per the requirement under Occupational Safety, Health and Working Conditions (OSH) Code, 2020 and the Rules framed thereafter.

1.2 The number of vacancy is tentative and may change at the sole discretion of FACT. FACT reserves the right to cancel / restrict / enlarge / modify / alter the requirements notified, if need so arises, without any further notice or assigning any reason thereof. FACT also reserves the right to fill/ not to fill the above vacancy notified. The Company reserves the right to create and operate a panel of suitable candidates for filling up future vacancies.

1.3 Only Indian nationals are eligible to apply.

1.4 **Relevant Date: Relevant date for determining eligibility with regard to all eligibility criteria such as qualification, experience, age etc. stipulated in the notification will be "01.07.2026".**

2. Age

2.1 The upper Age Limit is **35 years** as on 01.07.2026, with relaxations as per rules for PwBD and ex-servicemen. That is, candidate should be born on or after 01.07.1991. The maximum age after all relaxations shall be 53 years.

2.2 Relaxation in Age limit is applicable to Ex-Servicemen as prescribed by Government of India i.e. ESM candidates shall be allowed to deduct the period of such service from his/her actual age and if the resultant age does not exceed by more than three years of the maximum age limit prescribed for the post for which a candidate seeks appointment, he/she be deemed to satisfy the condition regarding age limit.

2.3 Age relaxation of 10 years shall be applicable for PwBD candidates subject to clause (2.1) supra.

2.4 Once the Category has been declared in the application, change of category, relaxation/concession applicable for any other category, will not be admissible at any stage.

2.5 10th pass Certificate granted by Board of Secondary Education/ Birth Certificate shall be the only acceptable document in support of proof of age.

3 Emoluments

3.1 Emoluments - Selected candidates will be appointed on probation for a period of six months with Basic Pay at the minimum in managerial scale of pay of Rs.50000-160000 (E2). Candidates will be eligible for IDA, EPF and other applicable allowances and perks like medical reimbursement / medical insurance coverage / ESI, township accommodation / HRA, subsidised meals/ meal subsidy, uniform, accident insurance coverage, performance related pay etc. as per rules in force and as amended from time to time.

3.2 Protection of pay to the extent of Basic pay + DA for candidates currently working on permanent rolls in Public Sector Firms, Institutes under the Government, will be considered. Any subsequent revision in pay in the previous CPSE, with or without retrospective effect, shall not be considered for the purpose of pay protection at a later date.

4 Educational Qualifications

4.1 Wherever specialisation in particular subject is part of the Specification, letter from the University/ College specifying the specialisation is to be produced if the specialisation is not specified in the Mark sheet/ Degree / Diploma certificate.

4.2 Only full time regular courses will be considered for the prescribed educational qualification. Qualification acquired through part time / correspondence / distance / private study / off campus will not be considered.

4.3 Qualifications must be approved / recognized by UGC / AICTE / AIU (Association of Indian Universities). Candidates with qualifications acquired from foreign universities should produce order/ letter in this regard under which it has been approved / recognized by AIU.

4.4 Wherever the essential educational qualification of a candidate has a mention of dual specialization, one of the specializations necessarily needs to that notified under 'Specifications' for the Post in Clause 1 supra.

4.5 No claim of possession of educational qualification(s) equivalent to the notified educational qualification would be entertained except for ESM candidates.

4.6 Candidates possessing the prescribed qualification shall have completed their Bachelor's Degree through a full-time regular course from a recognised University/Institution.

5. Experience:

5.1 Only relevant, in the line, post-qualification experience will be considered for experience mentioned as part of the Specification under Clause (1).

5.2 For experience other than in the Public Sector Undertakings, the prescribed experience shall be in the Factory, Mines, Plantation itself as applicable

5.3 Candidate's claim of work experience under Clause (1) while serving as Management Trainee / Graduate Trainee if any, would be counted only in case he/she has been regularized in the same organisation after this said period.

5.4 Experience certificate indicating the date of joining as well as relieving should be submitted. The candidates should submit certificates to establish, the relevant prescribed experience claimed in their application, failing which their candidature shall be cancelled and they shall not be considered for further selection. Candidates who are presently working in any Company (Private/ Public sector /Govt.), in the absence of experience certificate, should submit reasonable proof of work experience to the satisfaction of the Management, which includes copy of Appointment/Offer/Promotion letter issued by the Company, date of joining, latest pay slip etc.

5.5 The experience claimed by candidates shall be scrutinized to ascertain its relevance to the duties and responsibilities of the notified post, and only such relevant experience shall be considered for determining eligibility.

5.6 Experience on part time basis or on daily wages or experience in an establishment which had undertaken contract works in the specified establishments will not be considered.

5.7 Certificate for relevant experience claimed in an establishment outside India will only be considered if the VISA has been issued for the job in which experience is claimed, and endorsement in Passport to that effect is submitted.

5.8 FACT reserves the right to call for any additional documentary evidence from candidates in support of educational qualification / experience / other notified eligibility requirements as indicated in their application. FACT shall not be responsible for any delay/non-receipt of such communications within the stipulated date and time. Replies to any such queries received after the stipulated date and time shall not be considered, and no further correspondence shall be entertained in this regard.

6. Method of Selection:

6.1 Merely meeting the prescribed qualifications and eligibility requirements indicated in this Recruitment Notification shall not confer any right on a candidate for appointment. No correspondence in this regard will be entertained.

6.2 Selection will be made based on Interview. On the basis of details given in the application, eligible candidates will be called for personal interview at Udyogamandal, Kochi. Candidates will be informed the date and venue of interview by E-mail/on our website.

6.3 At the time of Interview, candidates will have to produce originals of the documents/ certificates to prove Qualification, Age, Caste, Disability, Ex-service etc. Certificates shall be in either English or Hindi. Candidates found to be not meeting the eligibility criteria as declared in the application, on verification of the original documents/ certificates will not be allowed to attend the Interview.

6.4 Candidates are required to qualify in the Interview with minimum of 50% marks.

6.5 Outstation SC/ST/PwBD candidates called for Personal Interview, who meet the eligibility criteria on verification of the original documents/ certificates, will be paid (through their bank account), 2nd class to and fro railway fare in the shortest route as per rules, on production of documentary proof of expense. The TA payable will be limited for the journey between the correspondence address as declared by the candidates in their application form and the venue of interview.

6.6 The decision of the Company about the mode of selection, number of posts, eligibility criteria, shortlisting of candidates etc. shall be final and binding. No correspondence will be entertained in this regard.

7. **Medical / Physical Fitness:** Candidates will be required to undergo pre-employment medical examination and will be offered appointment only if certified fit by the Company's Medical Officer. Candidates should have sound health and should meet the medical /physical standards as prescribed by the PEME procedure of FACT (available at www.fact.co.in >>HR>>Policy>>PEME). No relaxation in Medical/Physical standards will be allowed. The opinion of the Company Medical Officer in this regard shall be final.

8. **Placement / Assignments:**
The candidates appointed are liable to serve anywhere in India or abroad as per the Company's requirement. They can be posted at any of the installations/ projects/ offices, etc. of FACT Limited or any of the subsidiaries/ Joint Ventures of FACT Limited or deputed to any Department of Government of India/ other PSUs/Business partners, etc. as per requirement of the Company. The selected candidates shall be assigned jobs/functions/assignments as per the business requirements of the Company including shift operations.

9. **How to apply**

9.1 Candidates desiring to apply for the post against this notification shall fill and submit their details in the Online Form by clicking the **Online Registration link** provided in the website www.fact.co.in>> Careers>> Job Openings >> Recruitment Notification 06/2026. The following shall be ensured while submitting the application through online method.

a. All necessary data shall be filled in the Online Forms as prescribed.

b. Application Form in the prescribed format (given as "Application Form" in the website along with this notification), shall be manually filled, signed, photo affixed and uploaded in PDF format in the prescribed place provided in the Online Form.

c. After filling and uploading the documents, the Online Form shall be submitted by clicking the **Submit** button.

9.2 Candidates shall send the Print out of the uploaded Application in original (mentioned in (b) above) along with fee payment receipt, self-attested copies of certificates to prove qualifications, age, experience, caste etc **by Speed Post / Registered Post / Courier to DGM (HR), HR Department, FEDO Building, Udyogamandal, Kochi - 683501** so as to reach on or before 15.08.2026. No other means/mode of application shall be accepted. Envelope containing the application shall be superscribed with "Application for the post of Assistant Manager (Welfare) - Ad.06/2026".

9.3 Application Fee: Candidate shall submit non-refundable application fee of Rs.1180/- including GST (excluding of bank charges) through the link provided for payment of application fee in the website www.fact.co.in (Please read carefully the guidelines for payment of fees, uploaded in the website, before proceeding for making payment). The copy of the payment slip shall be printed and attached along with the application. SC

/ ST / PWBD candidates are exempted from payment of application fee subject to furnishing valid documents in proof of eligibility for exemption along with application.

9.4 Caste / Community certificate shall be issued by Competent Authority not below the rank of Tahasildar.. In the case of a PwBD, the degree of disability should be minimum of 40%. The candidate is required to submit a valid Certificate of Disability issued through UDID portal as per the Rights of Persons with Disabilities Rules, 2017.

9.5 Candidates may ascertain their eligibility before remitting the application fee. Fee once remitted will not be refunded

9.6 Applications received other than in the prescribed format and incomplete applications etc will be summarily rejected.

9.7 All details given in the application will be treated as final and no changes will be entertained thereafter.

9.8 Candidates shall keep at least 6 copies of the photograph used for the application, till the end of the selection process. Candidate shall use the same photograph wherever required in this selection process.

9.9 Applications received by post without submitting online Form and Online Form submitted, without uploading Application Form or not receiving Application or Application received late, will not be considered.

a. Last date for submission of Online Form will be **4.00PM on 05.08.2026**

How to Apply	
Stage1	**Stage2**
Submit **Online Form**/Upload Application on or before 4.00 P.M on **05.08.2026.**	Send the original Application Form uploaded with all relevant certificates /documents and Payment receipt copy by **Speed Post/ Registered Post** so as to reach us on or before **15.08.2026**

10. OTHER TERMS & CONDITIONS AND GENERAL INSTRUCTIONS:

10.1. SC/ST candidates may apply, provided they fulfill the standards prescribed for Unreserved candidates. No relaxation in age shall be applicable.

10.2. Candidates employed in Central/State Government /Quasi-Government/Public Sector Undertakings/ Autonomous Bodies at the time of applying should apply only under intimation to and with the permission of the Employer concerned. All such employed candidates shall be required to produce "No Objection Certificate" from their employer at the time of document verification. Such candidates, if offered appointment, shall be required to submit Relieving Order from their employer at the time of joining, without which they will not be allowed to join. Candidates, who may gain such employment, after submission of application in response to this

notification, shall inform the employer concerned and these candidates shall also be required to submit Relieving Order from their employer at the time of joining, without which they will not be allowed to join.

10.3. FACT will not bear any liability on account of salary / leave salary / pension contribution etc., if any, of previous employment of any candidate already working in Central Government / State Government / Autonomous Body / Public Sector Undertaking.

10.4. In the application candidates have to necessarily declare and provide details in case he/she has been arrested, prosecuted, kept under detention or fined, FIR filed in any Police Station, convicted by the Court of Law for any offence debarred / disqualified by any Public Service Commission from appearing in its examination or if proceedings are pending against him/her in any Court of Law.

10.5. The validity period of the panel notified pursuant to this notification, shall be up to one year from date of publication of the panel, or extended validity period published, if any, subject to a maximum of two years.

10.6. While reporting for the Interview, valid photo identification card in original (Electoral ID, Passport, Aadhar card, Driving license) shall be produced and a self-attested copy shall be submitted.

10.7. The Company will not undertake detailed scrutiny of applications for eligibility and other aspects at the time of calling for interview and therefore the candidature at all stages will be provisional during the selection process. Eligibility for calling for interview will be based on the details furnished in the application and declarations/documents uploaded by the candidate. The candidates are required to submit originals of the certificates related to qualification, age, caste/ community/PwBD/ Ex Servicemen status etc. at the time of Interview / document verification or when called for. Caste/ Community Certificates shall be in the prescribed format uploaded in our website. The documents submitted with the application will be verified against original certificates so produced. 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 if applicable, will be paid to them. Therefore, before applying, candidates are advised to go through the requirements of essential qualification, experience, age etc. and satisfy themselves that they are eligible for the post.

10.8. Candidature of an applicant is liable to be rejected at any stage of recruitment process or after joining, if any information furnished by the candidate is false or is found to be not conforming to eligibility criteria mentioned in the notification. Appearing for Interview and Pre Employment Medical Examination will not confer any right on the candidate for selection. The Company reserves the right to debar/disqualify any candidate at any stage of selection proceedings for any reason whatsoever.

10.9. Those earlier employed on permanent basis and had resigned/taken voluntary retirement/terminated from FACT, shall not be eligible to apply.

10.10. Any canvassing directly or indirectly by the candidate will disqualify his/her candidature.

10.11. All appointments are subject to verification of character, antecedents, PwBD / ESM certificates, wherever applicable. Appointment shall be valid only if candidate is cleared after the verification.

10.12. Any dispute with regard to recruitment against this notification will be settled in Courts within the jurisdiction of Kochi only.

10.13. Any further notifications including any corrigenda regarding this recruitment will be published on the website of our Company www.fact.co.in only and will not be published in newspapers and individual messages may not be sent. Candidates are required to check the Company's website besides candidate's email/SMS, regularly to obtain updates on this selection process like any amendments, notifications, instructions to candidates, dates for downloading of hall tickets, Interview, and any other notifications regarding this recruitment. The Company will not be responsible for delay/non-receipt of information if a candidate fails to access the Company website in time.

10.14. All documents related to this selection shall be preserved only for a period of two years from the date of publication of results.

10.15. Candidates are advised not to respond to unscrupulous advertisements appearing in any newspaper/ websites/ mobile apps etc regarding employment in FACT. For authenticity of any information, candidates may visit detailed notification and information available / published on FACT website www.fact.co.in only. The general public is also cautioned not to fall prey to the dubious agencies/ organizations/ individuals/ aiming at fleecing money from innocent public.

DEPUTY GENERAL MANAGER (HR)