THE FERTILISERS AND CHEMICALS TRAVANCORE LIMITED
Schedule "A" multi-divisional Central PSU

Recruitment Notification No.: 08/2026 dated 05.11.2026

THE FERTILISERS AND CHEMICALS TRAVANCORE LTD., a multi-divisional Central PSE, and a pioneer in the manufacture of Fertilisers and Chemicals, with activities spread over Manufacturing, Engineering Design and Consultancy, Fabrication etc., invites applications from eligible candidates for engagement on **Fixed Tenure Contract (Adhoc basis)** to the following post:

Post Code	Post	Specification	Age
1	**Officer (Legal Services)** on Fixed Tenure Contract (Adhoc basis)	Graduation in Law with 2 years post qualification experience in the relevant field* In the absence of a sufficient number of candidates with the prescribed 2 years of experience, candidates with 1 year of relevant experience may be considered.	Maximum of 35 years as on 01.11.2026

* Post-Qualification experience of Minimum Two (02) years in the relevant field as:

i) Law/Legal Officer in Legal department of Central Public Sector Undertaking(s) / State Public Sector Undertaking(s) / Central Government Department(s) / State Government Department(s) /University(s) or Private Limited Company(s) sector organization(s).

OR

ii) An advocate before any court of law/Tribunal. The experience shall be after enrolment with Bar Council. The certificate of registration with Bar Council need to be uploaded while filling online application.

Post-qualification experience acquired in either or both of the above capacities may be considered, provided the periods of experience do not overlap.

Note:

a. Relevant date for determining eligibility with regard to all eligibility criteria such as qualification, experience, age, etc. stipulated in the notification will be **"01.11.2026".**

General terms and conditions for appointment

1. The engagement will be for a term of two years, renewable for a maximum period of 2 spells of one year each, at the discretion of the Management, subject to requirement, performance, assessment etc. Engagement is also liable to be

terminated by the Management with 15 days' notice or pay in lieu of notice, at its discretion without assigning any reason.

2. Candidates offered engagement with two years experience, will be paid a consolidated pay of Rs.32,890/- per month and an increase of 3% on successful completion of each year. Candidates appointed with one to less than two years experience, will be paid a consolidated pay of Rs.31,930/- per month and an increase of 3% on successful completion of each year. Leave, ESI, Provident Fund, TA & DA for duty travel will be applicable based on eligibility, as per Rules of the Company.

3. Reservation for SC, ST, OBC (NCL), EWS, PWBD and Ex-Servicemen category will be applicable as per Government Directives. EWS candidates shall submit EWS certificate of relevant year (income of 2025-26). OBC-NCL candidates shall produce OBC-NCL certificate issued by competent authority within 6 months prior to joining. Criteria for determining the category shall be as per Government of India directives as applicable to Central Government establishments. Candidates belonging to Persons with Benchmark Disability (PwBD) shall submit Disability Certificate issued by an authority as prescribed in the Rights of Persons with Disabilities Rules, 2017.

4. Eligible candidates should have been born on or between 01.11.1991 and 31.10.2008. Relaxation in maximum age limit is permissible upto 5 years for SC/ST candidates, 3 years for OBC (NCL) candidates and 10 years for PWBD (Disability 40% and above) candidates. Relaxation to Ex-Service personnel will be applicable as per GOI guidelines. Matriculation / School leaving certificate granted by Board of Secondary Education shall be the only acceptable document in support of proof of age.

5. Educational Qualification must be approved / recognized by UGC (University Grants Commission) / AIU (Association of Indian Universities)/ Bar Council of India (BCI).Candidates with qualifications acquired from foreign universities should produce order/ letter in this regard under which it has been approved / recognized by AIU.

6. Candidates possessing a 5-year integrated dual degree in Law (B.A. LL.B./B.B.A. LL.B./B.Com. LL.B. or equivalent) shall also be considered.

7. Educational qualification shall be acquired by full time regular course. Those who have studied part time or through correspondence /distance/ private study/off campus course are not eligible to apply. (For Ex-servicemen, the essential qualification acquired/awarded as part of their service and certificate issued by Armed Forces will be considered as eligible).

8. Only post qualification experience as on 01.11.2026 will be considered. Candidates shall submit along with application, experience certificate showing experience in the relevant field and those who are presently working shall submit reasonable proof of employment in the relevant field to the satisfaction of Management, without which such experience (s) will not be counted.

9. The engagement will be subject to the candidate being medically fit and continuing to be medically fit during the period of contract as per the standards prescribed by the Company.

10. Engagement under this notification is only for fixed term and will not in any way directly or indirectly confer any right for extension of term of engagement or for permanent appointment or preferential treatment in appointment in the Company.

11. Eligibility of candidates will be determined based on information furnished in application and documents submitted by the candidates. In all stages of the selection process, candidature will be provisional.

12. Upon shortlisting the candidates based on their qualification and experience as per the documents submitted by them, selection will be based on the marks scored in the interview.

13. Management reserves the right to (i) short list candidates by adopting such methods or criteria found suitable at the discretion of the Management, and (ii) modify the mode of selection etc. The decision of the Company about the mode of selection, requirements, eligibility criteria, shortlisting of candidates etc. shall be final and binding. No correspondence will be entertained in this regard.

14. Meeting the eligibility criteria by itself will not confer any right on the applicant for selection or to be included in the Panel or for engagement.

15. Engagement from the panels will be at the sole discretion of the Management, based on requirements following reservation rules.

16. Interested candidates from the panel may be considered for engagement for periods of shorter duration too, based on requirements of the Company at rates/terms fixed by the Company for such engagement.

17. Candidates desiring to apply for the post against this notification can register themselves by filling and submitting the details in the Online Form by clicking the Online Registration link provided in the website www.fact.co.in>>Careers>> Job Openings>> Recruitment Notification 08/2026. The following shall be ensured while submitting the application through online method.

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

ii. 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.

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

iv. Uploaded Application Form in original along with self-attested copy of (1) Proof of Date of Birth, (2) Certificates to prove educational qualification from Std X onwards (both mark sheet and Pass Certificate),(3) Proof of experience along with certificate of registration with Bar Council (4) Certificate showing proof of Caste / PWBD/Ex-Servicemen etc, if

reservation/relaxation is claimed on account of these, (5) Self Declaration for OBC-NCL candidates, (5) Aadhaar, shall be send **by Speed Post/Registered Post to DGM (HR), HR Department, FEDO Building, FACT, Udyogamandal,PIN–683501** so as to reach latest on or before 26.11.2026

v. Envelope containing the application shall be superscribed with "Application for the post of Officer (Legal Services) - Ad.08/2026".

vi. Application received by post without submitting online Form and online Form submitted without uploading Application Form / receiving Application by post will not be accepted.

vii. Last date for submission of Online Form will be **4.00PM on 19.11.2026**.

How to Apply	
Stage1	**Stage2**
Submit Online Form on or before **4.00PM on 19.11.2026**.and upload Application Form prescribed.	Send the original Application Form uploaded with all relevant certificates / documents by **Speed Post/Registered Post** so as to reach us on or before **26.11.2026**.

18. Originals of the documents shall be furnished as and when called for.

19. All further notifications shall be through the Company website and therefore candidates shall visit our websitewww.fact.co.in for updates. Individual communications to the candidates will be only through the e-mail id mentioned in the application form and candidate shall keep the said e-mail id given, valid and functional at all times. Company will not be held responsible for failure of communication sent through the e-mail id provided by the candidate.

20. Applications and all connected documents of those applicants not included in the Panel will not be retained for more than one year from the date of publication of the Panel.

21. Any dispute with regard to recruitment against this notification will be settled in courts within the jurisdiction of Ernakulam, Kerala State only.

Deputy General Manager(HR)