

**Recruitment Notification Ad No. 01/2021 dated 01.02.2021**

Applications are invited from candidates meeting the eligibility criteria for empanelment for engagement on **Fixed Tenure Contract (Adhoc basis)**.

<b>Post Code</b>	<b>Name of Post</b>
01	Heavy Equipment Operator
02	Driver cum Attender

**Eligibility Criteria**

1. Standard X Pass.
2. Successfully completed the Certificate Course in Heavy Equipment Operation conducted by FACT Training Centre and certificate issued on or before 31.12.2020.
3. License to drive Heavy Goods Motor Vehicle (HGMV) and Heavy Passenger Motor Vehicle (HPMV) with Badge. Driving License and Badge shall be current and valid at every stages of the selection process.

**Note:** For the post of Heavy Equipment Operator, License to drive vehicles in the categories of Loader, Excavator, Crane, Fork Lift, Trailer, Agriculture Tractor with Trailer is desired. Candidates without these driving licenses are required to acquire license to drive all these categories of vehicles with in six months of initial engagement.

4. Age: Maximum of 35 years and should have completed 18 years as on date of notification ie., should have been born on or between **01.02.1986 & 31.01.2003.**

**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. Reservation for SC, ST, OBC (NCL), and EWS will be applicable as per Government Directives.
3. Relaxation in maximum age limit is permissible up to 5 years for SC/ST candidates and 3 years for OBC (NCL) candidates.
4. Eligible applicants shall undergo practical test in driving of (i) Heavy Motor Vehicles and (ii) Heavy Equipments (for post code 1 only). Only those candidates who are successful in the practical test will be eligible to be included in the panel.
5. Successful candidates in the practical test will be ranked in the order of the

following criteria for the post of Heavy Equipment Operator. For the post of Driver cum Attender, criteria (b) to (d) will apply.

- a. The number of desired driving licenses to drive the categories of vehicles as mentioned in the eligibility criteria.
- b. The date of acquiring license to drive HGMV, HPMV in that order.
- c. Date of successful completion of the certificate course conducted by FACT Training Centre.
- d. Date of birth.

(Ranking as per (b), (c) & (d) above will be in the order of chronology.)

6. Those candidates who have completed/ are completing Certificate Course in Heavy Equipment Operation by FACT Training Centre and certificate issued from 01.01.2021 need not apply, as they will be considered against further requirements, if any, based on list of such candidates sourced directly from the FACT Training Centre.
7. Candidates offered engagement as above will be paid a consolidated pay of Rs.20,000/- per month and an increase of 3% on completion of one year. Leave, ESI, Provident Fund, Shift allowance, TA & DA for duty travel will be applicable based on eligibility, as per Rules of the Company.
8. 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.
9. Since the work involves shift working, only male candidates are eligible to apply.
10. 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.
11. Engagement under this notification is only for fixed term (ad hoc basis) 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.
12. The applications in the prescribed format duly filled with self-attested copies of certificates to prove age, qualifications, reservation category, Certificate from FACT Training Centre, License etc may be sent to the office of the undersigned [**Dy General Manager (HR)IR, FEDO Building, The Fertilisers And Chemicals Travancore Limited, Udyogamandal. PIN-683 501**], so as to reach **on or before 15.02.2021**. Applications received through e-mail will not be considered.
13. **Separate applications shall be submitted for each of the posts** and Envelope containing the application shall be superscribed with "Application for the post of ..... (Ad.02/2021)". Originals of the documents shall be furnished as and when called for.
14. All further notifications shall be through the Company website and therefore candidates shall visit our website [www.fact.co.in](http://www.fact.co.in) for updates. Individual communications to the candidates will be only through the e-mail mentioned



in the application form and hence the candidate shall keep the e-mail id given in the application 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.

Deputy General Manager (HR) IR