



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

**Recruitment Notification No. : 10/2021 dated 01.10.2021**

**THE FERTILISERS AND CHEMICALS TRAVANCORE LTD.**, a multi-divisional Central PSE, and 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 posts:

<b>Post Code</b>	<b>Post</b>	<b>Specification</b>
1	Engineer Design (Civil)	Graduate in Civil Engineering with 1 to 5 years post qualification experience in design of civil structures.
2	Engineer Design (Electrical)	Graduate in Electrical Engineering with 1 to 5 years of post-qualification experience in design of industrial power distribution systems.
3	Engineer Design (Mechanical - Piping)	Graduate in Mechanical Engineering with 1 to 5 years post qualification experience in piping design.
4	Engineer Design (Mechanical – MMH)	Graduate in Mechanical Engineering with 1 to 5 years post qualification experience in engineering (preparing specifications, review of offers, vendor data review, etc) of Rotating equipment (Pumps, Compressors etc) and Material Handling (Conveyors, Bucket Elevators, Cranes etc). Experience in Fire fighting design network (as per NFPA & OISD codes/standards) will be an added advantage.
5	Engineer Design (Mechanical – PCE)	Graduate in Mechanical Engineering with 1 to 5 years post qualification experience in design of Pressure Vessels (ASME Sec VIII-1/2, PD 5500 etc). Experience in design of Heat Exchangers (TEMA) / Storage Tanks (API650/620, IS803 etc). will be an added advantage. Experience in design software PV Elite is desirable.
6	Engineer Design (Process)	Graduate in Chemical Engineering with 1 to 5 years post qualification experience in process design.

**Note:**

- a. Only post qualification experience as on 01.10.2021 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.



- b. One year Graduate Apprenticeship training for prescribed qualification in the relevant area of experience specified will also be considered as experience, on production of Certificate of Proficiency (COP) issued by Board of Apprenticeship Training. Apprentice training completed before 01.10.2021 only will be considered.

### **General terms and conditions for appointment**

1. The engagement will be for a term of one year, renewable for a maximum period of 3 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), EWS and PWBD will be applicable as per Government Directives. EWS candidates shall submit EWS certificate of relevant year (income of 2020-21). If engaged, 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.
3. Maximum age shall be 35 years as on 01.10.2021. Eligible candidates should have been born on or between 01.10.1986 and 30.09.2003. Relaxation in maximum age limit is permissible up to 5 years for SC/ST candidates, 3 years for OBC (NCL) candidates and 10 years for PWBD (Disability 40% and above) candidates. Std X / XII certificate having date of birth shall only be considered as proof of date of birth. Age will be further relaxable to the extent of one year for each additional completed year of relevant experience over 1 year, subject to a maximum of 5 such years.
4. Only full time regular courses will be considered for the prescribed educational qualification specified under the specifications. Qualification acquired through part time /correspondence/distance/ private study/off campus will not be considered. Candidates having 5 years BE/B Tech + ME/M Tech integrated dual degree in engineering in the relevant discipline shall also be considered, wherever applicable.
5. Educational Qualifications shall 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.
6. Wherever the essential educational qualification has a mention of dual specialization, one of the specializations necessarily needs to be function specific, for the post notified.
7. The engagement will be subject to the candidate being fit and continuing to be fit during the period of contract as per the standards prescribed by the Company.
8. 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.
9. Selection shall be based on interview. Management reserves the right to (i) short



list candidates based on test(s) / by adopting such other 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.

10. Meeting the eligibility criteria / attending or being successful in the test(s) / interview etc. by itself will not confer any right on the applicant for selection or to be included in the Panel or for engagement.
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. Engagement from the panel will be at the discretion of Management, subject to requirements for projects and so forth, and reservation rules.
13. Candidates offered engagement as above with relevant experience of one year will be paid a consolidated pay of Rs.25,000/- per month and an increase of 3% for each additional year of relevant experience over 1 year, subject to a maximum of 6 such additional years. On renewal of contract, if any, an increase of 3% on consolidated pay will be paid on completion of each year. Leave, ESI, Accident Insurance Coverage, Provident Fund, Shift allowance, TA & DA for duty travel will be applicable based on eligibility, as per Rules of the Company.
14. 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.
15. Candidates desiring to apply for the post against this notification can apply 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](http://www.fact.co.in) >> Careers >> Job Openings >> Recruitment Notification --/2021. 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 notification), shall be printed, manually filled, signed, photo affixed and uploaded in PDF format in the prescribed place provided in the Online Form. Relevant data furnished in the Application Form shall not differ from the Online Form.
  - c. After filling and uploading the documents, the Online Form shall be submitted by clicking the **Submit** button.
  - d. Uploaded Application Form in original (mentioned in (b) above) along with self-attested copy of (1) First page of acknowledgement mail received for submitting online Form (2) Proof of Date of Birth (3) Certificates to prove educational qualification from Std X onwards (both mark sheet and Pass Certificate) (4)



Certificates to prove relevant experience mentioned in the Application Form (5) Certificate showing proof of Caste / PWBD, if reservation/relaxation is claimed on account of these (6) Aadhaar, shall be send **by Speed Post / Registered Post** to **DGM (HR) IR, HR Department, FEDO Building, FACT, Udyogamandal, PIN – 683 501** so as to reach latest within 10 days from the last date of submitting online form.

- e. Envelope containing the application shall be superscribed with “Application for the post of Engineer Design (Mention Discipline) - Ad.10/2021”.
- f. **Application received by post without submitting Online Form and Online Form submitted, without uploading Application Form or not receiving Application by post or Application received late, will not be considered.**
- g. Last date for submission of Online Form will be **4.00 PM on 08.10.2021.**

<b>How to Apply</b>	
<b>Stage 1</b>	<b>Stage 2</b>
Submit Oline Form on or before <b>4.00 PM on 08.10.2021</b> and upload Application Form prescribed.	Send the original Application Form uploaded with all relevant certificates / documents by <b>Speed Post / Registered Post</b> so as to reach us on or before <b>18.10.2021</b>

16. Incomplete applications, applications without signature and photograph, and/or without documents in proof of eligibility are liable to be rejected. Originals of the documents shall be furnished as and when called for.
17. 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 may not be sent, and communications, if any, will be only through the e-mail id used for submitting Online Form and therefore candidates shall keep the said e-mail id, valid and functional at all times. Company will not be held responsible for failure of communication sent to the said e-mail id.
18. 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.
19. 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)IR