



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

Recruitment Notification No. 09/2024 dated 06.05.2024

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 preparation of panel for engagement **on temporary contract basis** in FACT ENGINEERING AND DESIGN ORGANISATION (FEDO) or in any projects of FACT/ FEDO against posts listed below:

Posts & Specification

| Post Code | Post | Specification |
|------------------|--|---|
| 1 | Deputy Manager Design (Mechanical-PCE) | Degree in Mechanical Engineering with minimum five years of experience in a design consultancy / EPCs, in the design of static equipment such as Pressure Vessels, Storage Tanks, Heat Exchangers, etc. Experience in using ASME Sec. VIII, Div. 1&2, API 650 / API 620, TEMA codes & standards are desirable. The applicant shall be proficient in finalisation of Procurement specifications, tender documents, BOQ etc and also review of vendor documents/ drawings. |
| 2 | Deputy Manager Design (Electrical) | Degree in Electrical Engineering / Electrical & Electronics / Electrical & Instrumentation with five years post qualification experience in designing power distribution system and basic knowledge in drawing SLD, power and earthing layout in AutoCAD. |
| 3 | Deputy Manager Design (Civil) | Degree in Civil Engineering with minimum five years in Design of Industrial and Process / Plant structures. Post-graduation in Structural Design is desirable. Should be proficient in Structural Analysis & Design of Industrial Structures using STAAD or ETABS and Indian Design Codes |
| 4 | Engineer (Process) | Degree in Chemical Engineering / Petrochemical Engineering / Chemical Technology / Petrochemical Technology / Petroleum Refining & Petrochemical Engineering / Polymer Technology with minimum three years of experience in Process Design and Detailing Engineering involving preparation of PFDs, P&IDs & Process Specifications in the field of Fertiliser / Refinery / Oil & Gas / Petrochemicals / CBG (Compressed Biogas) projects. The applicant shall be proficient in design codes, standards and hands on experience in use of process simulation and/or design software. |

| Post Code | Post | Specification |
|------------------|-------------------------------------|--|
| 5 | Engineer Design (Mechanical-MMH) | Degree in Mechanical Engineering with minimum three years post qualification experience in a design consultancy / EPCs, in the basic design of Machinery and Material Handling equipment such as pumps, compressors, conveyors, bucket elevators etc. The candidate shall be proficient in finalisation of Procurement specifications, tender documents, BOQ etc and also review of vendor documents/ drawings. |
| 6 | Engineer Design (Mechanical-Piping) | Degree in Mechanical Engineering with minimum three years' experience in developing Piping layout/Equipment Layout, Material take-off (MTO), preparing Technical procurement specification (piping material) or three year experience in piping erection jobs in projects. The applicant shall be proficient in review of vendor documents/ drawings. Experience in the use of ASME code, B 31.3 (Process Piping), AutoCAD is desirable. |
| 7 | Engineer Design (Instrumentation) | Degree in Instrumentation / Instrumentation & Control / Electronics & Instrumentation / Electrical & Instrumentation / Applied Electronics & Instrumentation Engineering with three years post qualification experience in the design of control system, field instrumentation, interlock system etc. The candidate should be proficient in finalisation of Procurement specifications, tender documents, BOQ etc and working knowledge in the design of hook-up layout drawings in AutoCAD. |
| 8 | Engineer (Chemical) | Degree in Chemical Engineering / Petrochemical Engineering / Chemical Technology / Petrochemical Technology / Petroleum Refining & Petrochemical Engineering / Polymer Technology with minimum one year post qualification experience of operation in Fertiliser / Refinery / Oil & Gas / Petrochemicals / CBG (Compressed Biogas) plants. |
| 9 | Draughtsman (Civil) | Diploma in Civil Engineering discipline with two years experience in drafting of Civil and Structural drawings of RCC/ steel for projects in the field of Fertiliser / Chemical / Petro Chemical / Oil & Gas Sector industries or in large establishments engaged in construction / infrastructure projects. Proficiency in CAD is an essential requirement. |
| 10 | Resident Construction Manager (RCM) | Degree in Civil Engineering with minimum 10 years post qualification experience at site in construction projects. |
| 11 | Engineer (Mechanical) | Degree in Mechanical Engineering with minimum 5 years post qualification experience in construction projects. ASNT NDT certification shall be added advantage. |
| 12 | Engineer (Electrical) | Degree in Electrical / Electrical & Electronics / Electrical & Instrumentation Engineering with minimum 5 years post qualification experience in construction projects. |

| Post Code | Post | Specification |
|-----------|------------------------------|--|
| 13 | Engineer (Instrumentation) | Degree in Instrumentation / Instrumentation & Control / Electronics & Instrumentation / Electrical & Instrumentation Engineering with minimum 5 years post qualification experience in construction projects |
| 14 | Engineer (Civil) | Degree in Civil Engineering with minimum 5 year post qualification experience in construction projects. |
| 15 | Safety Officer | Degree in Fire & Safety Engineering with minimum 1 year post qualification experience in safety in Fertiliser / Chemical / Petro Chemical / Oil & Gas Sector industries or Project/ construction site in these industries. |
| 16 | Site Supervisor (Mechanical) | Three year Diploma in Mechanical Engineering with minimum 5 years post qualification experience in construction projects |
| 17 | Site Supervisor (Civil) | Three year Diploma in Civil Engineering with minimum 5 years post qualification experience in construction projects |

Note:

- a. Merit lists for each post will be prepared separately for UR, SC, ST, OBC and EWS categories and therefore candidates belonging to all categories are encouraged to apply
- b. Candidates at Post Codes 1 to 9 shall be willing to work at Site based on project requirements. Posting of candidates under post codes 10 to 17 will be at project site.
- c. Relevant date to determine eligibility on experience, age is **01.05.2024**.
- d. Only post qualification experience will be considered for all posts. Candidates shall submit along with application, experience certificate showing experience in the relevant field and those who are presently working shall submit sufficient proof of employment in the relevant field to the satisfaction of Management, without which such experience (s) will not be counted.
- e. Candidate wishing to apply for more than one post shall submit separate online applications and send separate applications along with connected documents to HR Departments for each of such posts.
- f. Engagement from the panel will be at the discretion of Management, subject to requirements in projects and so forth, and reservation rules.
- g. Interested candidates from the panel may be considered for engagement for periods of **shorter duration, or for projects outside Kerala State**, based on requirements of the Company on terms fixed by the Company for such engagement.

General terms and conditions for appointment

1. Maximum Age of candidate for each post as on 01.05.2024 is as mentioned below:

| Post | Maximum Age | Remarks |
|--|---|--|
| Deputy Manager Design (Post Code 1 to 3) | 65 Years (Born between 01.05.1959 and 30.04.2006) | No relaxation in age / experience shall be applicable. |
| Engineer Design (Post Code 4 to 7) | 35 Years (Born between 01.05.1989 and 30.04.2006) | Relaxation in maximum age limit is permissible for reserved posts as per government directives. 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. |
| Engineer / Safety Officer / Site Supervisor (Post Code 8 to 17, excluding post code 10) | 35 Years (Born between 01.05.1989 and 30.04.2006) | Relaxation in maximum age limit is permissible for reserved posts as per government directives. |
| Resident Construction Manager (Post Code 10) | 45 Years (Born between 01.04.1979 and 30.04.2006) | |

Std X certificate having date of birth shall only be considered as proof of date of birth

2. Remuneration for the posts will be as follows:

| Post Code | Consolidated Pay | Maximum Consolidated Pay (See note below) |
|--|----------------------|--|
| Deputy Manager Design (Post Codes 1 to 3) | Rs.40000/- per month | Rs.50000/- per month |
| Engineer Design (3 Yrs experience) (Post Codes 4 to 7) | Rs.33880/- per month | Rs.37000/- per month |
| Engineer / Safety Officer (1 Yr experience) (Post Codes 8 & 15) | Rs.31930/- per month | Rs.37000/- per month |
| Resident Construction Manager (10 Yr experience) (Post Code 10) | Rs.49860/- per month | Rs.57830/- per month |
| Engineer (5 Yrs experience) (Post Codes 11 to 14) | Rs.35950/- per month | Rs.41700/- per month |
| Site Supervisor (5 Yrs experience) (Post Codes (16 &17) | Rs.29000/- per month | Rs.33640/- per month |
| Draughtsman (2 Yrs experience) (Post Code 9) | Rs.26530/- per month | Rs.33640/- per month |

Note: Payment of higher consolidated pay will be considered for those with higher relevant experience, at a rate of 3% for each completed year of additional relevant experience over and above the minimum experience given under 'Specification' of each Post, subject to the maximum consolidated pay indicated.

3. The engagement will be for a term of one year or till the completion of project on which a candidate is engaged, whichever is earlier. The contract is renewable 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, at its discretion without assigning any reason, whatsoever.

4. An annual increase of 3% on applicable consolidated pay will be paid, subject to renewal of contract engagement. Leave, Provident Fund, ESI / Accident Insurance coverage, TA & DA for travel for official purposes, will be applicable based on eligibility, as per Rules of the Company.
5. Reservation will be applicable as per Government Directives. EWS candidates shall submit EWS certificate of relevant year (income of 2023-24). OBC-NCL candidates shall submit OBC-NCL certificate and self-declaration in the prescribed format provided in the website along with application, and if engaged, shall produce OBC-NCL certificate issued by competent authority within 6 months prior to joining.
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. 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.
8. 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. Candidate claiming equivalency of course shall submit relevant course equivalency certificate issued by competent authority along with application, otherwise the same will not be considered.
9. Candidates will be required to undergo pre-employment medical examination and those certified fit by the Company's Medical Officer will only be offered appointment. The engagement will be subject to the candidate being fit and continuing to be fit as per the standards prescribed by the Company. No relaxation in Medical/Physical standards will be allowed. The opinion of the Company Medical Officer in this regard shall be final.
10. Engagement under this notification is only for fixed term against specific projects 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. Selection will be based on interview / practical skill test, as applicable. Management reserves the right to (i) short list candidates based on test(s) / by adopting such other methods or criteria found suitable at its discretion and (ii) to decide on the mode of selection. The decision of the Management 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.



12. Meeting the eligibility criteria / attending or being successful in the test(s) / interview etc. by itself will not confer any right on the candidate for selection or to be included in the Panel or for engagement.
13. Eligibility of the 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.
14. Candidates desiring to apply for the post against this notification shall fill and submit 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 09/2024. 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 (seen 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 certificates/documents to prove eligibility / credentials which includes self-attested copy of (1) Proof of Date of Birth (Std X certificate with date of birth) (2) Certificates to prove educational qualification from Std X onwards (both mark sheet and Pass Certificate) (3) Certificates to prove relevant experience mentioned in the Application Form (4) Certificate showing proof of Caste / EWS / PWBD, for claiming reservation/relaxation, if any (5) Self Declaration by OBC-NCL candidates (6) Aadhaar, shall be sent **by Speed Post / Registered Post to AGM (HR), HR Department, FEDO Building, FACT, Udyogamandal, PIN – 683 501** so as to reach us latest within 7 days from the last date of submitting online form.

- e. Last date for submission of Online Form will be **4.00 PM on 20.05.2024.**

| Step 1 | Step 2 |
|---|--|
| Submit Online Form and upload Application Form prescribed on or before 4.00 PM on 20.05.2024 | Send the original Application Form uploaded with all relevant certificates / documents by Speed Post / Registered Post so as to reach us on or before 27.05.2024 |

- f. Envelope containing the application shall be superscribed with “Application for the post of () - Ad.09/2024”.
- g. **Application received by post without submitting Online Form and Online Form submitted without uploading prescribed Application Form or not receiving Application by post or Application received late, will not be considered.**



15. 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.
16. All further notifications shall be through the Company website and therefore candidates shall visit our website 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.
17. Applications and all connected documents of those applicants not included in the Panel will not be retained for more than one year and all documents related to this selection shall be preserved only for a period of two years from the date of publication of panel.
18. Any dispute with regard to recruitment against this notification will be settled in courts within the jurisdiction of Ernakulam, Kerala State only.

Assistant General Manager (HR)