



**THE FERTILISERS AND CHEMICALS TRAVANCORE LTD.  
UDYOGAMANDAL**

**Recruitment Notification No. : 11/2021 dt. 05.10.2021**

**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**, to the following post:

<b>Post Code</b>	<b>Post</b>	<b>Specification</b>	<b>Age</b>	<b>Location</b>
<b>01</b>	<b>Officer (Marketing)</b> on Fixed Tenure Contract (Adhoc basis)	2 years full time Post Graduate Degree in Management (with specialization or elective in Marketing Management) / Agri Business Management, with 60% marks.  OR  2 years full time Post Graduate Diploma in Management (with specialization or elective in Marketing Management)/ Agri Business Management, with 60% marks.  Candidates shall have working knowledge (speak, read, write) of the respective state languages of the State applied for in addition to English viz; Malayalam, Tamil, Telugu, Kannada, Marathi, Gujarathi, Bengali, Oriya.  Preference will be given to candidates with B.Sc Degree in Agriculture.	Maximum of 35 years as on 01.10.2021  (Relaxation applicable as per Rules – See clause (3) below)	States of Kerala / Tamil Nadu / Andhra Pradesh / Telengana / Karnataka / Maharashtra / Gujarat / West Bengal / Odisha /

**Note: Candidate shall apply only for one State. All applications of candidates applying for more than one State shall be rejected.**

**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), 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. 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.
4. Educational qualification shall be approved / recognized by UGC / AICTE / AIU (Association of Indian Universities) and shall be from a Government recognized Institution / AICTE approved Institution / and shall be acquired through a full time regular course / study. Those who have studied and acquired the prescribed qualifications mentioned above through part time / correspondence / distance / private study / off campus study are not eligible to apply.
5. In cases where the qualification certificate does not specify specialization / elective in Marketing, certificate issued by the Institute / University where the study has been conducted shall be submitted, certifying that the course studied is with specialization / elective in Marketing.
6. The minimum percentage of marks in educational qualification in respect of reserved posts for SC,ST and PWBD candidates is 50% where minimum 60% marks is specified.
7. Wherever CGPA/OGPA/CPI/DGPA or letter grade in a Degree is awarded, equivalent percentage of marks should be indicated in the application as per norms adopted by University/Institutes (norms issued by competent authority to be mandatorily attached along with the Application Form submitted by post)
8. Candidates shall be willing to travel extensively and shall be ready to work in any of the district of the State concerned.
9. 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.
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. 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) to decide on the mode of selection. 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.
12. Candidates after preliminary scrutiny of documents and applications submitted will be provisionally ranked on the basis of the marks scored in the interview. In



case of candidates with tie in marks in interview, those with B.Sc. Agriculture will be ranked higher.

13. Meeting the eligibility criteria / attending or being successful in the test / interview etc. by itself will not confer any right on the applicant for selection or to be included in the Panel or for engagement.
14. Engagement from the panel will be at the sole discretion of the Management, based on its business plans from time to time and subject to reservation rules.
15. Candidates offered engagement as above will be paid a consolidated pay of Rs.25,000/- per month and an increase of 3% on successful completion of each year. Leave, ESI, Provident Fund, Shift allowance, TA & DA for duty travel will be applicable based on eligibility, as per Rules of the Company.
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 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 11/2021. 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 the 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. The 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) Certificate/ Guidelines for CGPA conversion to marks (5) Proof of Caste / PWBD, if reservation/relaxation is claimed on account of these (6) Aadhaar, shall be sent **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 Officer (Marketing) .....State - Ad.11/2021”.
  - 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 20.10.2021**.

<b>How to Apply</b>	
<b>Stage 1</b>	<b>Stage 2</b>
Submit Oline Form on or before <b>4.00 PM on 20.10.2021</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>30.10.2021</b>

18. 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.
19. 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.
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) IR