

<p>आर्मर्ड व्हीकल निगम लिमिटेड (मशीनी औजार आदिरूप फैक्टरी) भारत सरकार का उद्यम रक्षा मंत्रालय</p>	 <p>CIN-U35990TN2021GOI145504</p>	<p>ARMoured VEHICLES NIGAM LIMITED (MACHINE TOOL PROTOTYPE FACTORY) A GOVT. OF INDIA ENTERPRISE MINISTRY OF DEFENCE</p>
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## Advertisement for

**HIRING OF PORFESSIONALS ON FIXED TENURE BASIS**

“Armoured Vehicle Nigam Limited (AVANI) (AVNL) is a new Defence PSU with its headquarters at Avadi (Chennai). It has (05) constituent production units and has around 12,000 employees. AVNL produces battle tanks i.e. T-72, T-90, MBT Arjun and Infantry Combat Vehicles, support vehicles (MPV, AERV etc.) and Defence mobility solutions (Stallion, LPTA etc.) for armed forces and homeland security agencies. It is the current market leader in this segment. It is a new Government Company with Great Future. It offers great work environment and challenging opportunities for the professionals to prove their mettle.”

**No of Post with Reservations**

SI No.	Post	UR	SC	ST	OBC	EWS	Total
1	Jr. Manager (Contract) /Mechanical	07	01	--	02	01	11
2	Jr. Manager ( Contract) / Electronics	05	01	--	01	--	07
3	Diploma Technician (Contract)/Mechanical	02	--	--	--	--	02
<b>Total</b>							<b>20</b>

**POST, Minimum Qualification, Remunerations**

S.No.	Name of the Post	Minimum Qual. & Experience	Remunerations	
1.	JR. MANAGER (CONTRACT) / MECHANICAL	First class Degree in Mechanical Engineering, Proficiency of Unigraphics NX software or other 3D software. Experience of 1 year min. in Machine tool design or machine automation or Gear box design.	Basic	30,000/-
			DA	As applicable
			Other Allowances	5% of Basic Pay
			Annual increment at the rate of	3% on the basic pay during the tenure if extended

S.No.	Name of the Post	Minimum Qual. & Experience	Remunerations	
2.	JR. MANAGER (CONTRACT) / ELECTRONICS	First class Degree in Electronics Engineering /Electronics and Tele communication Experience of 1 year min. in PLC programming and implementation of electronic module / parts in SPM / GPM. Having knowledge of maintenance of machine or 1 yr experience in designing task of module of telecommunication / Radar assembly or 1year experience in PCB design	Basic	30,000/-
			DA	As applicable
			Other Allowances	5% of Basic Pay
			Annual increment at the rate of	3% on the basic pay during the tenure if extended

S.No.	Name of the Post	Minimum Qual. & Experience	Remunerations	
3.	DIPLOMA TECHNICIAN (CONTRACT) MECHANICAL	Diploma in Mechanical Engineering Proficiency of AutoCAD software. Experience of 1 year min. in design.	Basic	23000/-
			DA	As applicable
			Other Allowances	5% of Basic Pay
			Annual increment at the rate of	3% on the basic pay during the tenure if extended

**HOW TO APPLY:**

1. Interested candidates may download the application form the website (www.avnl.co.in) as attached at "Annexure-A" to this advertisement. Hard copy of duly filled in application shall be submitted along with scanned copies of evidence of proof of age, qualification and experience.
2. The complete application form in all respect together with the required fee should be sent through speed post/courier service to the Chief General Manager, Armoured Vehicles Nigam Limited, MTPF, Ordnance Estate, Ambarnath- 421502 super-scribing the envelope with the name of the post applied for the last date for receipt of Application form will be 30 days from the date of this advertisement in Employment news.
3. Application Fee are (Non-refundable Rs.300/-) to be paid through SBI Collect (PSU-Armoured Vehicles Nigam Limited – Miscellaneous) or by means of a Demand Draft drawn in favor of Armoured Vehicles Nigam Limited, payable at Chennai. SC/ST /PWD/Ex-SM/EWS/ Female applicants are exempted from payment of application fees.
4. Non-attachment of required documents as per application format will be treated as incomplete application and will be rejected forthwith. It is mandatory to fill all the relevant information such as qualification, experience, percentage of marks etc. of any change in Name/surname/, spelling mentioned in the Application and in educational/professional qualification certificates, application shall be liable to be rejected. AVNL management will not take any responsibility for any delay/loss in receipt or loss in postal transit for any application or communication.
5. Applicants is requested to enter his/her frequently used email address and working Mobile phone number which should be valid and operational, as all important communication will be sent to this email or mobile number. The engagement of above professional on contract basis will be subject to the terms and conditions attached as Annexure –B. All the candidates are required to go through the terms and conditions thoroughly before filling their applications.

**1.0 Age Limit**

1.1 The age of a person at the time of engagement shall not be less than 18 years. Maximum Age limit for Un-Reserved Categories is as specified for each post. Age relaxation is as per Government of India directives for different categories

1.2 Ex-Apprentice Trainees: In case of Ex-Apprentice Trainees, if age bar comes in the way of the candidate the same would be relaxed to the extent of the period for which the Apprentice had undergone training in accordance with Apprentice Act.

**1.3 Maximum Age limit**

- i) 30 years for UR/EWS
- ii) 33 years for OBC
- iii) 35 years for SC/ST
- iv) 40 years for PwD

**2.0 RESERVATION:**

2.1 All Government of India orders on 'Reservation' shall apply.

2.2 Relaxations, Concessions:

Reservations/ Relaxation & Concessions will be applicable to candidates belonging to SC/ ST/ OBC (Non-Creamy layer)/ PWBD/ EWS/ Ex-Service Men/Agni veers as per Government of India directives. Reserved

category candidates applying against unreserved post shall be treated as General category and no relaxation shall be given

### **3.0 Post Professional Qualification Experience (PPQE):**

3.1 Experience will be as specified for each post.

3.2 Academic/Teaching/Research work, experience in non-profit organizations, internship/project work placements are part of academic curriculum and will not be considered as experience.

3.3 Work experience prior to completion of the qualification will not qualify as relevant Post Qualification Experience.

3.4 The decision of the Committee with respect to experience will be final.

3.5 Those working must submit NOC at the time of Interview and should submit proper relieving letter from present employer in the event of selection.

3.6 Definition of Post Professional Qualification Experience (PPQE):

3.7 Large Private Sector Organization/ Institution /Company of repute shall include listed companies (which would mean and include companies listed on NSE or group A & B of BSE)

OR

Organization/Institution/ Companies with more than 500 employees OR having an annual turnover of more than Rs.250 crores in the last financial year.

Note:

i. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.

ii. The work experience shall be in full time job on regular salary basis, after acquiring prescribed minimum essential educational qualification.

iii. Period of on-the-job training undertaken by the candidates as Management Trainee (MT) / Executive Trainee (ET) / Graduate Trainee (GT) in PSUs after acquiring the requisite qualification mentioned above shall be considered for determining post qualification work experience.

iv. Period of apprenticeship under Apprenticeship Act shall be considered for the purpose of ascertaining required number of years of post-qualification experience.

3.8 Documentary evidence for work experience:

The candidate is required to submit experience certificate for establishing work experience as mentioned below;

i. For Past employment: The certificate must indicate the date of joining, date of relieving, pay last drawn, pay scale with duration and nature of jobs / specific areas of experience / experience in the relevant fields / Projects handled etc.

ii. For Current employment: Experience Certificate with all the details mentioned above

OR

Offer letter/ Appointment letter showing the date of joining (Proof of date of joining

And

Proof of continuity of present employment (Pay slips for last three months).

NOTE:

Non-submission of the documents as mentioned above for establishing requisite experience may lead to rejection of the candidature.

3.9 The cut-off date for age, qualification and experience will be the date of advertisement.

### **4.0 SELECTION PROCESS:**

4.1 SCREENING: Screening of Applications will be done by a Screening Committee. Candidates are required to fill in the Application Form (attached with the advertisement) complete in all respects. Candidates may be shortlisted for selection. The Company may adopt higher eligibility criteria in case of receipt of more number of applicants meeting eligibility criteria.

4.2 Selection will be based on any of the following methods/procedures may be adopted:

i) Written Test or Interview and Practical

4.3 The selection process as indicated above is tentative. Selection Process may, however, vary depending upon number of applicants, administrative/ business requirements of the Company. The Management reserves the right to raise the minimum eligibility standards / criteria for short listing of candidates. All such engagements will be recommended by a Selection Board constituted by the concerned Head of the Unit/Corporate Office.

4.4 No TA/ DA will be admissible for attending Test/Interview

4.5 Declaration of Result on Selection:

- (i) Selection will be based in the order of merit. In case more than one candidate secures the same mark, the candidate older in age by date of birth shall be considered for deciding place in the merit list
- (ii) The results of the final selection will be published only on AVNL website.

4.7 Offer:

- (i) The offer of engagement on contract shall be issued to the suitable candidates in the order of merit and based on the number of vacancies and will be subject to verification of antecedents and caste certificate (in case of reserved category candidates) as per Govt of India guidelines. Draft of contract agreement is given as Annexure -C
- (ii) Mere submission of Application does not guarantee the adequacy of candidature for being considered for further selection process. Mere fulfilling of eligibility criteria shall not confer any right to the applicant for being called for interview/appointment. Canvassing in any form shall disqualify the candidate.
- (iii) No correspondence will be entertained from the candidates not selected/ interviewed.

#### 5.0 Verification of Character and Antecedents:

Engagement shall be on the basis of satisfactory verification of character and antecedents in the prescribed form by the prescribed authorities in accordance with the directives issued by the Government from time to time. Such verification, if considered necessary may be obtained subsequently at any time during the course of engagement

#### 6.0 Medical Fitness:

Every selected candidate shall be required to undergo medical examination by the Company authorized doctor. Asst. Civil Surgeon of Govt. Hospital/CGHS recognized hospital will be deemed to have been authorized by the Company for this purpose. All engagements will be subject to the candidate's medical fitness as per prescribed standards for the post. The opinion of the authorized doctor in this regard shall be final. An employee shall be liable to be medically examined any time during the period of his engagement with the Company. The engagement shall be terminated any time if found medically unsuitable/unfit for such engagement.

#### 7. Disqualification:

Following shall constitute disqualification for engagement.

- i) Insolvency, Moral turpitude etc.
- ii) Pendency of investigation/trial in relation to a criminal offence.
- iii) Conviction by Court of Law for criminal offence.
- iv) Dismissal/termination from the services in your previous employment(s) pursuant to disciplinary action.

#### 8.0 Head of Units' decision final:

The decision of the Head of Unit, shall be final in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, conduct of interviews, selection of engagement of selected candidates. The decision of Head of Unit is binding on the candidates and no query/ correspondence will be entertained in this regard.

Advt. No. and Date \_\_\_\_\_

APPLICATION FOR THE POST OF \_\_\_\_\_

Paste a recent Passport size Photograph
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Sl. No.	PARTICULARS	DETAILS
1	Name (In Block Letters)	
2	FATHER's/MOTHER's/HUSBAND's NAME	
3	GENDER	
4	DATE OF BIRTH (DD/MM/YYYY) AGE IN YRS. /MONTHS. AS ON THE DATE OF ADVERTISEMENT	
5	WHETHER BELONGS TO SC/ST/OBC/PWD/ Others	
6	HIGHEST QUALIFICATIONS	
7	TOTAL POST QUALIFICATION WORK EXPERIENCE AS ON THE DATE OF ADVERTISEMENT	
8	DATE OF RETIRMENT /SEPERATIONS FROM THE LAST EMPLOYEMENT	
I	NAME OF THE COMPANY/DEPARTMENT (WORKING/RETIRED)	
II	WHETHER CPSE / STATE PSU / GOVT. DEPARTMENT/ REPUTED / LARGE PRIVATE SECTOR ORGANISATION	
III	POST CURRENTLY HELD ON REGULAR (SUBSTANTIVE) BASIS WITH PAY SCALE, LEVEL AND GRADE PAY (UNDER IDA & CDA PAY SCALES) OR ON THE DATE OF RETIREMENT / SEPARATION	
9	PRESENT ADDRESS FOR COMMUNICATION	
10	PERMANENT ADDRESS	
11	TELEPHONE /MOBILE NO.	
12	E-MAIL ADDRESS	
13	AADHAAR NUMBER	
14	PAN CARD NUMBER	
15	DETAILS OR APPLICATION FEE REMITTED MODE/DD NO./ DD DATE / BANK DETAILS	

### 15. EDUCATIONAL QUALIFICATIONS

Sl. No.	Qualifications from the 10 <sup>th</sup> Class onwards	% of marks obtained/CGPA	Year of passing	Name of school/college	Major Responsibilities

### 16. PARTICULARS EXPERIENCE

Name of the Company/Organization	Post Held	Period of Employment		Pay Scale/ Level & Grade pay in case of PSUs/ Govt. Depts.	CTC ( in Rs.) in other cases	Major Responsibilities
		From	To			

**Additional information if any which you would like to mention in support of your suitability for the post:**

**Declaration:**

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describe myself, my qualifications, and my experience that any willful misstatement described herein may lead to my disqualification or dismissal, if engaged.

**Signature of Candidate**

**Date:**

**Place:**

**(Documents to be enclosed (whichever applicable))**

- Valid document evidencing date of birth of the candidate (Secondary/Matriculation School Certificate/Birth Certificate)
- Educational Certificates – Mark sheets & Degree (Diploma, Graduation, Post-Graduation)
- Work Experience –a) Joining –Relieving Letter from Company/Organization  
b) Experience /Services Certificate/ Salary statement/ Bank Statement issued by Company/Organization. (It should indicate date of joining and date of relieving from each organization where worked).  
c) Salary Certificate together with ITR or Form-16 A issued by present /past employer(s).
- Caste Certificate in case of candidates belonging to reserved category.

**TERMS AND CONDITIONS FOR ENGAGEMENT OF PROFESSIONAL ON FIXED TENURE CONTRACT****GENERAL TERMS & CONDITIONS:**

- a) Only Indian nationals can apply for the posts.
- b) The number of posts indicated above, may vary based on the actual requirement at the time of selection. Application data incomplete, not in prescribed format, without the required enclosures will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained.
- c) Candidates are advised to carefully read the full advertisement for details of eligibility criteria and selection modalities before submission of application.
- d) The candidates should be willing to travel extensively across the country based on the project requirement.
- e) Application of the candidate without fee payment (Expect for SC/ST/PWD/Female) will be rejected/ cancelled without any prior intimation.
- f) All information submitted in the application will be verified with the original documents at the time of document verification or at any stage of the recruitment process. If any documents/ information provided by the candidate is found to be false or incorrect or Non-conformity with the eligibility criteria, then his/her candidature is liable to be rejected/ cancelled at any stage of the recruitment and selection process without any prior intimation.
- g) Candidature is liable to be rejected at any stage of recruitment/ eligibility/ selection process or after joining, if any information provided by the candidate is not found in conformity with the criteria mentioned in the advertisement. The candidature is also liable for rejection at any stage if MTPF comes across any evidence/ knowledge that the qualification, experience and any other particulars indicated in the application/ other forms/ formats are not recognized/ false misleading and/or amounts to suppression of information/ particulars which should have been brought to the notice of MTPF.
- h) There will be no separate communication to any candidates on their non-selection at any stage.
- i) More submission of application does not guarantee the adequacy of the candidature for being considered for the selection process.
- j) Decision of MTPF in the all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, qualification and other eligibility norms will be final and binding on the candidate.
- k) Relaxation and Concession will be applicable to the candidates belonging to SC/ST/OBC/PWD as per the Government directives.
- l) MTPF reserves the right to debar/ disqualify any candidate at any stage of the selection process for any reason what so ever.
- m) Management reserves the right to cancel/ restrict/enlarge/ modify/alter the recruitment/ selection process, if need to so arises, without issuing any further notice or assigning any reason thereafter.
- n) Canvassing in any form will result in disqualification.

**H. OTHER TERMS AND CONDITIONS:**

- a) The engagement is purely temporary and contractual and on Fixed Term Basis and it is not against any permanent vacancy. This engagement will not entitle any candidate to claim for regular/permanent employment in the Company. Candidates will not be entitled for any benefit / compensation / absorption/regularization / permanent employment in the Company except the fixed remuneration.
- b) The persons engaged on full time basis will not be allowed to take any other assignment during the period of contractual engagement
- c) Two and half days leave every month will be credited. In case of absence from work over and above the stated weekly off, leave and holidays, proportionate amount will be deducted from the consolidated monthly remuneration.
- d) DA, HRA or any other allowances shall not be admissible. However, company accommodation may be provided on payment of applicable license fee / charges and other charges.
- e) TA/DA while on official tour will be paid on case to case basis. In case of retired Govt. /CPSE personnel, it may be as per his entitlement at the time of retirement. In other cases, it will be decided on case to case basis with the approval of Competent Authority. Company units will provide transit accommodation in their guest houses during official tours. Company units may also provide local transport.
- f) The persons engaged can be assigned additional responsibilities / tasks in addition to their specialization and assigned tasks.
- g) They will work on fulltime basis and on all working days as applicable or in operation in the Company. They may also be required to work beyond the normal working hours and on holidays too, in case of functional requirement.
- h) The engagement can be discontinued or terminated with one month notice or one month salary as the case may be decided by either side without assigning any reasons.
- i) Candidates who are currently working must submit NOC at the time of Interview and should submit proper relieving letter from present employer in the event of selection.
- j) The cut-off date for age, qualification and experience will be the date of advertisement.
- k) Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.
- l) Relaxation of age for SC/ST/OBC-NCL/PWD and Ex-Servicemen /J&K domicile category will be as per Govt. of India guidelines. Reserved category candidates applying against unreserved post shall be treated as General category and no relaxation shall be given. The reserved category candidates are required to submit the caste/ category certificate in prescribed format of Government of India, issued by the competent authority. OBC candidates belonging to creamy layer category should apply as general category and against general vacancies only.
- m) The minimum qualification requirement in terms of percentage of marks/division will be appropriately relaxed for the Candidates belonging to SC, ST and PWD category.
- n) Mere submission of Application shall not guarantee the adequacy of candidature for being considered for further selection process. Mere fulfilling of eligibility criteria shall not confer any right to the applicant for being called for interview/appointment. Canvassing in any form will disqualify the candidate.
- o) Candidate will have to bring an original valid Photo ID (Aadhaar Card etc.) and other original documents for verification at the time of interview/ medical/ joining, if called for.
- p) MTPF also reserves the right to cancel/amend the advertisement and / or the selection process there under. The number of positions filled may increase or decrease depending on the requirement of MTPF.



- q) No TA/ DA shall be paid to any candidate for attending interview in MTPF.
- r) Engagement of the selected candidate will be subject to medical fitness by the Medical Officer nominated by MTPF.
- s) Police verification report (PVR) is a pre-condition for engagement of the selected candidates. Candidates will have to obtain a formal Police verification report before joining.
- t) Necessary Medical Insurance policy for self may also be submitted at the time of joining with MTPF.
- u) No correspondence will be entertained from the candidates who are not selected / interviewed.
- v) Candidates should ensure that they fulfill the eligibility criteria prescribed for the post they have applied. In case it is found at any stage of selection process or even after appointment that the candidate has furnished false or incorrect information or suppressed any relevant information/ material facts or does not full fill the criteria, his / her candidature/ services are liable for rejection/ termination without notice.
- w) Any corrigendum/clarifications of the advertisement, if necessary, shall only be uploaded on AVNL website (avn1.co.in) and no separate press coverage shall be done for this purpose.
- x) All disputes / cases related to this recruitment process are subject to jurisdiction of courts at Mumbai only.
- y) Management reserves the rights to cancel / restrict /enlarge/ modify / alter the recruitment/ selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.
- z) MTPF reserves the right to relax age/experience/qualification &other qualifying criteria in deserving cases.
- aa) All information regarding this recruitment process would be made available in the AVNL website (avn1.co.in) only. Applicants are advised to check the web site periodically for important updates.
- bb) The candidates must have an active e-mail ID & Mobile number which must remain valid for at least next one year. All future communications with the candidates will take place only through e-mail. Candidates have to ensure accuracy of their e-mail ID & Mobile number. No change in e-mail ID & Mobile number as declared in the application will be allowed. The Company shall not be responsible if the information/intimations do not reach candidates in case of change in the. Mobile number, e-mail address, connectivity / network issues, technical fault or otherwise, beyond the control of the Company. Candidates are advised to keep a close watch on the Company website (www.avn1.co.in) for latest updates.
- cc) Applications that are incomplete, not in prescribed format, not legible, without the required certificates and without requisite fee, shall be summarily rejected without assigning any reasons and no correspondence in this regard shall be entertained.
- dd) For any queries regarding this recruitment please send E-mail to (mpf@ord.gov.in) or contact at 0251-2612663 on all working days from 9.30 AM to 05.00 PM (Monday to Friday) and 9.30AM to 01.45PM (Saturday).
- ee) Clarifications/Decisions of the Company in respect of all matters pertaining to this recruitment would be final and binding on all candidates.