



**THE FERTILISERS AND CHEMICALS TRAVANCORE LTD.(FACT)
A schedule 'A' multi-divisional Central PSU**

Recruitment Notification No. : Ad 8/2019

THE FERTILISERS AND CHEMICALS TRAVANCORE LTD., a multi-divisional Central PSE, and a pioneer in the manufacture of Fertilisers and Chemicals, with activities spread over Manufacturing, Engineering Design and Consultancy, Fabrication etc., invites applications from experienced candidates for appointment against posts listed below :

Post Code	Name of Post	Type of Recruitment	No of posts					Total
			UR	SC*	ST*	OBC(NCL)*	EWS*	
01	ASSISTANT MANAGER(PRODUCTION)	All India	7	2	1	4	1	15
02	ASSISTANT MANAGER MAINTENANCE(INSTRUMENTATION)	All India		1		1	1	3
03	ASSISTANT MANAGER(FIRE&SAFETY)	All India	2					2
04	ASSISTANT MANAGER(THERMAL-ELECTRICAL)	All India	1	1				2
05	ASSISTANT MANAGER(THERMAL-MECHANICAL)	All India	2					2
06	TECHNICIAN (PROCESS)**	All India	17	4		7		28
	PRODUCTION							
	QUALITY ASSURANCE							

* In the absence of suitable candidates in reserved categories for filling up posts as indicated in the above table, all vacancies will be considered for filling by other eligible candidates found suitable, and the unfilled reservation will be provided at entry level in the cadre through separate notifications for special drive recruitment or otherwise.

**Of the 28, 3 posts will be for those with experience in Quality Assurance.

UR-Unreserved; SC-Scheduled Caste; ST-Scheduled Tribe; OBC(NCL)- Other Backward Community (Non-Creamy Layer); EWS – Economically Weaker Section.

- Posts with codes 01 to 05 are in the managerial cadre and post code 06 is in the non managerial cadre of the Company. The above posts are not identified for filling by PWBD.
- Only Indian nationals are eligible to apply.
- As the work in all the above posts involves shift working, only male candidates are eligible to apply.



As per the Government of India directives, persons who are not covered under the scheme of reservation for SCs, STs and OBCs and whose family has gross annual income below Rs 8 lakh are to be identified as EWS for benefit of reservation. Income shall also include income from all sources i.e. salary, agriculture, business, profession, etc. for the financial year prior to the year of application. Also persons whose family owns or possesses any of the following assets shall be excluded from being identified as EWS, irrespective of the family income:-

- i. 5 acres of agricultural land and above;
- ii. Residential flat of 1000 sq ft. and above;
- iii. Residential plot of 100 sq. yards and above in notified municipalities;
- iv. Residential, plot of 200 sq. yards and above in areas other than the notified municipalities.

The property held by a "Family" in different locations or different places/cities would be clubbed while applying the land or property holding test to determine EWS status.

The term "Family" for this purpose will include the person who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years.

The benefit of reservation under EWS can be availed upon production of an Income and Asset Certificate issued by a Competent Authority, before the last date for submitting application (See 8.11 below).

1.1 SPECIFICATIONS:

Minimum essential educational qualifications and experience required for each post, upper age limit are given below :

POST CODE	POST NAME	SCALE OF PAY & EMOLUMENTS	SPECIFICATIONS	UPPER AGE LIMIT AS ON 01.11.2019
01	Assistant Manager (Production)	Rs. 20600-46500 (E2). Total of Basic + DA+ HRA will be around Rs. 55945/- per month at the current rates.	Bachelor Degree in Engineering (Chemical Engineering or Petrochemical Engineering or Chemical Technology or Petrochemical Technology or Petroleum Refining & Petrochemical Engineering or Polymer Technology), with 3 years post qualification executive experience in operation of Caprolactam/Oil Refinery/Petrochemical plants, with Distribution Control System.	35 years i.e. born on or after 1.11.1984.
02	Assistant Manager Maintenance (Instrumentation)		Bachelor Degree in Engineering in Instrumentation discipline, with 3 years post qualification executive experience in Instrumentation of Caprolactam/Oil Refinery/ Petrochemical Plants with Distribution Control System.	
03	Assistant Manager (Fire & Safety)		Bachelor Degree in Engineering in Fire and Safety discipline, with 3 years post qualification executive experience in Caprolactam/Oil Refinery/ Petrochemical Plants.	
04	Assistant Manager (Thermal-Electrical)		Bachelor Degree in Engineering in Electrical discipline, with 3 years post qualification executive experience in the operation of Thermal Captive Power Plants with Distribution Control System.	
05	Assistant Manager (Thermal-Mechanical)		Bachelor degree in Engineering in Mechanical discipline, with 3 years post qualification executive experience in the operation of Thermal Captive Power Plants with Distribution Control System.	



06	Technician (Process) (i) with experience in Process	Rs. 9250- 32000(Wage Group 18). The total of Basic + DA+ HRA will be around Rs. 25110/-25,110/- per month at the current rates	B.Sc Degree in Chemistry/Industrial Chemistry or Diploma in Engineering (Chemical Engineering / Chemical Technology (including Petrochemical Technology) with 4 years post qualification experience in the operation of Caprolactam/Oil Refinery/Petrochemical Plants, with Distribution Control System.	37 years i.e born on or after 1.11.1982.
	Technician (Process) (ii) with experience in Quality Assurance		B.Sc Degree in Chemistry/Industrial Chemistry) with 4 years post qualification experience in the analytical field/Quality Control/Chemical Control/Process Control/ in Caprolactam/Oil Refinery/Petrochemical Plants.	

1.2 EDUCATIONAL QUALIFICATION :

- 1.2.1 Only full time regular courses will be considered for the qualifying educational qualification specified under the qualifications column in Table above. 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 will also be considered, wherever applicable.
- 1.2.2 Qualifications must 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.
- 1.2.3 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.

1.3 EXPERIENCE:

- 1.3.1 Only post qualification experience as on 01.11.2019 will be considered.
- 1.3.2 For non-managerial post listed with post code 06, the period of apprenticeship training in Caprolactam/Oil Refinery/Petrochemical plants, if any in the relevant discipline will be treated as experience to the extent of apprenticeship training period, on furnishing Certificate of Proficiency (COP) along with application.
- 1.3.3 Experience on part time basis, daily wages, experience in a firm which had undertaken contract works in the specified industries shall not be considered.

2.0 AGE LIMIT & RELAXATION IN UPPER AGE LIMIT:

Age is relaxable by :

- 3 years for OBC-NCL candidates applying for posts reserved for OBC-NCL.
- 5 years for SC/ST candidates applying for posts reserved for SC/ST as the case may be.
- Ex-servicemen (ES) will be eligible for age relaxation as per rules in this regard.

Note : The Company reserves the right to consider appointment of suitable candidates with additional relevant experience over and above the prescribed experience, in the prescribed areas. Age will be further relaxable to the extent of the additional service for such candidates. (Pl see 5.3 below).



3.0 **APPLICATION FEE (Non refundable) :**

Rs.1,000/- + 18% GST (excluding bank charges)for managerial posts listed under Post Codes 01 to 05, and Rs. 500/- + 18% GST(excluding bank charges) for non managerial post listed under Post Code 06. SC/ST/Ex-servicemen candidates are exempted from application fee, subject to furnishing documents in proof of eligibility for exemption along with the application. (Please also see 8.4 below).

4.0 **METHOD OF SELECTION:**

Selection will be made based on Interview at Udyogamandal, Kochi and if required, written test will be conducted for short listing prior to interview. On the basis of details given in the application, eligible candidates will be called for an **Interview on a date that will be notified in our website.**

The decision of the Management about the mode of selection, number of posts, eligibility criteria, shortlisting of candidates etc. shall be final and binding. No correspondence will be entertained in this regard.

5.0 **EMOLUMENTS :**

5.1 Selected candidates will be appointed on probation for a period of six months in the applicable grade with Basic+DA and other allowances. In addition to Basic+DA, they will be eligible for other perks like medical reimbursement/medical insurance coverage, accommodation in township or HRA, local travel allowance for those maintaining vehicles / transport subsidy, subsidized meals, Uniform, Accident Insurance coverage etc. as per rules in force and as amended from time to time, besides Provident Fund as per statute.

5.2 Protection of pay to the extent of Basic pay + DA for candidates currently working on permanent rolls in Public Sector firms, institutes under the Government, Government departments etc. will be considered.

5.3 The Company reserves the right to consider appointment of suitable candidates with additional relevant experience in the prescribed areas, on a higher start in the prescribed scale of pay, limited to additional 3% of the minimum of the scale for every completed year of additional experience over the prescribed experience.

6.0 **PLACEMENT / ASSIGNMENTS:**

The candidates appointed are liable to serve anywhere in India or abroad as per the Company's requirement. They may be posted at any of the installations/ projects/ offices, etc. of FACT Limited or any of the subsidiaries/ Joint Ventures of FACT Limited or deputed to any Department of Government of India/ other PSUs/Business partners, etc. as per requirement of the Company. The selected candidates may be assigned jobs/functions/assignments as per the business requirements of the Company including shift operations.

7.0 **HEALTH/MEDICAL FITNESS:**

Every candidate offered appointment in the Company shall be required to obtain medical fitness certificate before being allowed to join the services of the Company. The opinion of the Medical Officer authorized by the Company in this regard shall be final.

8.0 **HOW TO APPLY :**

8.1 Interested candidates may submit their duly filled application in the prescribed form available at our web-site www.fact.co.in. Candidates may read the "Notes for Application" attached with the Application Form for compliance and for details on various aspects.



- 8.2 The candidate's passport size photograph shall be firmly affixed in the space provided on the downloaded Application Form.
- 8.3 Candidates should keep at least 6 copies of the photograph used for the application, till the end of the selection process. Candidates shall use the same photograph wherever required in this selection process.
- 8.4 An application fee of Rs.1000/- +18% GST for post codes 01 to 05 and Rs. 500 +18% for post code 06(excluding bank charges) in the form of non-refundable Demand Draft drawn in favour of The Fertilisers And Chemicals Travancore Ltd, payable at Udyogamandal (State Bank of India/Bank of Baroda /Bank of India) should be attached along with the application. The candidate's full name, post applied for and Advertisement number shall be written on the reverse of the DD. SC/ST/ES candidates are exempted from payment of application fee, subject to furnishing relevant documents to prove eligibility for exemption (copy of valid Caste certificate in the case of SC/ST candidates and Service book in case of Ex-servicemen). **Candidates may ascertain their eligibility before applying and remitting the application fee. Fee once remitted will not be refunded.**
- 8.5 Application shall be accompanied by self-attested copies of certificates to prove age, qualification, experience and caste/community, and Income & Asset certificate in case of EWS candidates etc. wherever applicable. Originals of all documents shall be furnished for verification, when called for the Interview.
- 8.6 Caste /Community/Income & Asset Certificate shall be issued by competent authority not below the rank of Tahsildar, as per the respective Government prescribed formats made available in the website. In case the certificates are not in English, Hindi or Malayalam, a self-certified translation of the same shall also be send. OBC (NCL) candidates shall send a self-declaration in English in the format made available in this website, in addition to the caste/community certificate evidencing OBC(NCL) status. ES availing relaxation shall upload copy of service book. Please see "Notes for Application" attached with the Application Form.
- 8.7 OBC candidates who belong to "CREAMY LAYER" are not entitled for concessions and such candidates have to indicate their category as "Unreserved".
- 8.8 Once the Category has been declared in the application, relaxation/concession available for any other category will not be admissible later on.
- 8.9 The duly filled, downloaded application, with required attachments shall be submitted to the Assistant General Manager (IE&HR), Human Resources Department, FEDO Building, FACT Ltd., Udyogamandal, Kerala. PIN 683 501 on or before the due date specified below. Incomplete applications are liable to be rejected.
- 8.10 Envelopes containing application form should be superscribed with "**Application for the post of-FACT 2019**".
- 8.11 Last date for receipt of application is **13/11/2019**
- 9.0 **OTHER TERMS & CONDITIONS AND GENERAL INSTRUCTIONS:**
- 9.1 Candidates should possess a valid e-mail ID. Candidates are advised to keep the e-mail ID (to be entered compulsorily in the application form) active for at least one year. All future correspondence with candidates shall be done through the email ID given in the application. Responsibility of receiving, downloading and printing of notifications, information/ communication etc. will be of the candidate. The Company will not be responsible for any loss of e-mail sent, due to invalid / wrong e-mail ID provided by the candidate or for delay/non-receipt of information if a candidate fails to access his mail or Company website in time.



- 9.2 Once application is submitted, requests for change of address/ e-mail ID/ mobile number / category/ discipline / post etc. will not be entertained.
- 9.3 Relaxations / Reservations are applicable as per Government Directives. In the case of candidates under the reserved category are shortlisted for Interview, valid Caste/Community/Ex-servicemen/Income and Assets certificate as per the respective formats prescribed by the Government shall be submitted to the Company in original before joining, failing which candidature is liable to be rejected. **The OBC (NCL) Certificate in the prescribed format to be furnished before joining shall be not more than 6 months old on the date of joining.**
- 9.4 SC/ST/OBC(NCL)/EWS candidates may apply for posts not reserved for them, against unreserved posts, provided they fulfil the standards prescribed for unreserved candidates. No relaxation in age shall be applicable.
- 9.5 Candidates presently employed in Central/State Govt./PSUs/Autonomous bodies must produce No Objection Certificate (NOC) at the time of Interview from their present employer. Candidates may take the requisite approvals from the employer, before submitting application, so as to ensure that NOC can be produced at the time of Interview or when called for. In case the candidate fails to produce the NOC from his employer, his candidature will be cancelled.
- 9.6 Candidates currently employed shall furnish release letter from the present employer before being allowed to join.
- 9.7 Number of posts mentioned above may increase or decrease depending upon the requirement of the Company. The Company reserves the right to fill or not to fill all or any of the above positions, to cancel/restrict/enlarge/modify the recruitment process if need so arises, without assigning any reason whatsoever. The Company reserves the right to create and operate a panel of suitable candidates for filling up of future vacancies.
- 9.8 Eligibility for calling for interview will be based on the details furnished in the application and declarations/documents attached by the applicant. The candidates are required to submit originals of the certificates related to qualification, age, caste/ community/Income & Asset Certificates etc. at the time of Interview or when called for. The documents submitted with the application will be verified against original certificates produced at the time of the interview or when called for. Those who do not meet the requirements as to age, caste, qualification, experience etc. on verification of the original certificates, will not be considered for selection and no TA applicable, if any, will be paid to them.
- 9.9 Outstation SC/ST candidates called for interview, who meet the eligibility criteria on verification of the original documents/ certificates, will be paid (through their bank account), 2nd class to and fro railway fare in the shortest route as per rules, on production of documentary proof of expense. The TA payable will be limited for the journey between the correspondence address as declared by the candidates in their application form and the venue of interview.
- 9.10 Candidature of an applicant is liable to be rejected at any stage of recruitment process or after joining, if any information provided by the candidate is false or is not found to be in conformity with eligibility criteria mentioned in the notification. Appearing for Interview, and Medical Test will not confer any right on the applicant for selection. The Company reserves the right to debar/disqualify any candidate at any stage of selection proceedings for any reason whatsoever.
- 9.11 Candidates who had resigned / taken voluntary retirement from FACT shall not be eligible to apply.
- 9.12 Any canvassing directly or indirectly by the applicant will disqualify his candidature.
- 9.13 All appointments are subject to verification of antecedents. Appointment shall be valid only if candidate is cleared after antecedent's verification.



- 9.14 Any dispute with regard to recruitment against this advertisement will be settled in Courts within the jurisdiction of Kochi only.
- 9.15 Any further notifications including any corrigenda regarding this recruitment will be published in our website **www.fact.co.in** only and will not be published in newspapers. Candidates are required to check our website and candidate's email regularly to obtain updates on this selection process like any amendments, notifications, and instructions to candidates, date of interview, and any other notifications regarding this recruitment.

DEPUTY GENERAL MANAGER (HR)

Date : 23/10/2019