



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

Recruitment Notification No. 03/2023 dated 08.02.2023

THE FERTILISERS AND CHEMICALS TRAVANCORE LTD., a multi-divisional Central PSE, and pioneer in the manufacture and marketing of Fertilisers, Chemicals and Caprolactam, with activities spread over Manufacturing, Engineering Design and Consultancy, Fabrication etc., invites applications from eligible candidates for preparation of panel for engagement **on Fixed Tenure Contract (Adhoc basis)** for the following post:

I. Posts & Specification

Post Code	Post	Specification	Maximum Age
01	Web Programmer	i. a) B.E. / B.Tech in Computer Science / Information Technology OR b) MCA OR c) M.Sc in Computer Science / Information Technology. ii. Minimum one year post qualification experience in front end web technologies - REACT.	35 Years (See Clause II (5) for relaxation)

Note:

- a. Only Indian Nationals are eligible to apply.
- b. Merit lists will be prepared separately for UR, SC, ST, OBC-NCL, EWS and PWBD categories and therefore candidates belonging to all categories are encouraged to apply.
- c. Relevant date to determine eligibility for experience, age etc is 01.02.2023. Std X certificate having date of birth shall only be considered as proof of date of birth.
- d. Only post qualification experience will be considered. Candidates shall submit along with application sent through post, experience certificate showing experience in the relevant field mentioned under specification above. Those who are presently working shall submit sufficient proof of employment in the relevant field to the satisfaction of Management. Without certificate / proof, such experience will not be counted.
- e. Engagement from the panel will be at the discretion of Management based on requirements, following reservation rules.

II. General terms and conditions for appointment

1. Candidates offered engagement as above will be paid a consolidated pay of Rs.30000/- per month. 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 prescribed experience, subject to a maximum of Rs.40000/- per month.
2. An annual increase of 3% on applicable consolidated pay will be paid. 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.



3. 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 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. Interested candidates from the panel may be considered for engagement for periods of shorter duration, based on requirements of the Company on terms fixed by the Company for such engagement.
5. Eligible candidates should have been born on or between 01.02.1988 and 31.01.2005. Relaxation in upper age limit is applicable as per GOI guidelines for reserved posts ie; 3 years for OBC-NCL, 5 year for SC/ST, 10 years for PWBD candidates.
6. Reservation will be applicable as per Government Directives. EWS candidates shall submit EWS certificate of relevant year (income of FY 2021-22). 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. Candidates belonging to Persons with Benchmark Disability (PWBD) shall submit Disability Certificate issued by an authority as prescribed in the Rights of Persons with Disabilities Rules, 2017.
7. 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.
8. Only full time regular courses will be considered for the prescribed educational qualification specified under the specifications, except for SAP certification courses. 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.
9. 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.
10. Candidates provisionally selected will have to undergo pre-employment Medical Examination and to be certified fit by the Company's Medical Officer. Candidates should have sound health and should meet the physical / medical standards prescribed by the Company. Appointment of selected candidates is subject to receipt of satisfactory medical report from the Company's Medical Officer as per the medical standards of the Company. No relaxation in physical / medical standards will be allowed. The opinion of the Company Medical Officer in this regard shall be final.
11. 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.
12. 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.



13. Selection will be based on interview. Short Listed candidates shall undergo a skill test and those emerging successful will only be considered for further selection process.
14. 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.
15. 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.
16. 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.
17. 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 03/2023. The following shall be ensured while submitting the application through Online mode.
 - a. All necessary data shall be filled in the Online Forms as prescribed.
 - b. Application Form in the prescribed format (seen as “Prescribed 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 **DGM (HR) IR, HR Department, FEDO Building, FACT, Udyogamandal, PIN – 683 501** so as to reach us latest within 10 days from the last date of submitting online form.
 - e. Last date for submission of Online Form will be **4.00 PM on 22.02.2023.**

Step 1	Step 2
Submit Online Form and upload Application Form prescribed on or before 4.00 PM on 22.02.2023	Send the original Application Form uploaded with all relevant certificates / documents by Speed Post / Registered Post so as to reach us on or before 04.03.2023



- f. Envelope containing the application shall be superscribed with “Application for the post of (Web Programmer) - Ad.03/2023”.
- g. **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.**
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 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 candidates 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