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सं./No. OFMK/HR/024/Hiring/2025

दिनांकित /Dated: 11.01.2025

**Advertisement No-01/2025**  
**Detailed Advertisement for**  
**ENGAGEMENT OF SUPERANNUATED EMPLOYEES ON**  
**FIXED TERM CONTRACT BASIS IN OFMK – A UNIT OF AVNL**

Ordnance Factory Medak(OFMK) is a unit of Armoured Vehicles Nigam Limited, engaged in Manufacturing of Infantry Combat Vehicles(ICV),Armoured Ambulance, CMT,NBC(RV),CRN-91 and MPV. It is a new Government Company with great future. It offers great work environment and challenging opportunities for the professionals to prove their mettle. Offline applications are invited from superannuated employees for the following positions on Fixed Term Contract basis at Ordnance Factory Medak-Unit of AVNL Located at Yeddumailaram, Sangareddy/Hyderabad-502205.The engagement is purely a temporary and ad-hoc engagement for a Fixed Term to meet temporary functional requirements. This engagement is based on selection through short listing and interview.

SL. No.	Name of the Post	No. of Vacancies	Educational Qualification & Experience	Remuneration	Age limit As on date of Advertisement
01.	Production Officer (MBT Arjun)	01 (UR)	<b>Essential:</b> Graduate/Diploma in Mechanical Engineering <b>Experience:</b> Candidate must have minimum 10 years of working experience in AVNL/erstwhile Ordnance Factories/PSUs/Autonomous Bodies/Govt.Depts/Defence Services etc. 2. Candidate must have minimum 05 years working experience on manufacturing of MBT Arjun Hull & Turret.	Rs. 30,000/- or Last basic pay Minus Pension ,whichever is lower.	62 years

**Abbreviations Used: UR= Un-Reserved**

**Note:** Detailed terms, qualification, experience, Job Specification, Skills required for above mentioned post are attached as **Annexure –A**

**How to apply:**

1. Interested candidates may download the application from the website (avnl.co.in) as attached at **Annexure-B** to this advertisement. Hard copy of duly filled in application shall be submitted along with scanned self-attested copies of evidence of proof of age, qualification and experience, last drawn pay including level/grade or CTC as applicable etc. The application, complete in all respects together should be sent through Indian Post- Ordinary Post/ Speed Post/ to "**The Deputy General Manager/HR, Ordnance Factory Medak, Yeddumailaram, Dist. Sanga Reddy, Telangana - 502205**" super-scribing the envelope with the Advertisement No & name of the post applied for. The last date for receipt of Application at Ordnance Factory Medak will be **21 Days** from the **date of publication of this advertisement in the Employment News**.
2. **All superannuated applicants are exempted from payment of application fee.**
3. 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 details, experience details, percentage of marks etc. In case of any variation in Name/ surname/ spelling mentioned in the Application cum Biodata and in educational/ professional qualification certificates, application will be liable to be rejected. OFMK/AVNL management will not take any responsibility for any delay in receipt or loss in postal transit of any application or Communication.
4. Applicant is requested to enter his/her **active email address** and **mobile phone number** which should be valid and operational, as **all important communications will be sent to this email or mobile number**. The engagement of above professionals on contract basis will be subject to the terms and conditions attached as **Annexure -C**. **All the candidates are required to go through the terms and conditions thoroughly before filling their applications.**
5. **Candidate can apply for one post clearly mentioning the post applied for along with relevant documents.**

**NOTE: Applications received through other modes, viz. Fax/e-mail/By-Hand/Courier will not be accepted and will be summarily rejected.**

XXX SD-

(के. सी. मोहन)/K.C.Mohan)

उप महाप्रबन्धक/ मा. सं. (एच. आर /DGM/HR)

कृते मुख्य महाप्रबंधक/FOR CHIEF GENERAL MANAGER

**DETAILED TERMS, QUALIFICATION, EXPERIENCE, JOB SPECIFICATION, SKILLS REQUIRED FOR THE POST**

**Production Officer(MBT Arjun)**

**1.0 JOB LOCATION:** Above post is for Ordnance Factory Medak, Yeddumailaram, Sangareddy District, Telangana State-502205

**1.1 TERMS OF ENGAGEMENT, ALLOWANCE AND JOB DESCRIPTION:**

**1.2 Production Officer(MBT Arjun)**The superannuated employee will be engaged initially for a period of **ONE** year which may be extended further 04 years based on requirement up to maximum age of 65 years whichever is earlier based on Project requirement and individual's performance.

**Name of the Post: Production Officer(MBT Arjun)-1 No**

<b>Location</b>	:	<b>ORDNANCE FACTORY MEDAK( A unit of AVNL),YEDDUMAILARM,SANGAREDDY TG-502205</b>
<b>Tenure</b>	:	Duration of Contract will be engaged initially for a period of 01 year and may be extended up to 65 years on requirement basis (Subject to satisfactory performance).
<b>No of Vacancies</b>	:	<b>01(UR)</b>
<b>Maximum Age</b>	:	<b>Up to 62 years as on date of Advertisement.</b>
<b>Remuneration</b>	:	<b>Rs 30,000(All inclusive) or Last Basic Pay minus Pension, whichever is lower.</b>
<b>Educational Qualification</b>	:	<b>Essential:-</b> Graduate/Diploma in Mechanical Engineering.
<b>Job Specification</b>	:	<b>For carrying Out activities in HULL &amp;TURRET section of OFMK.</b>
<b>Job Description</b>	<b>1</b>	He/ She will be responsible for manufacturing of Hull & Turret and other Sub-Assemblies of MBT Arjun.
	<b>2</b>	He/ She will be responsible for planning and arrangement of Components required for manufacturing of Hull ,Turret and other Sub-Assemblies of MBT Arjun from different sections.
	<b>3</b>	He/ She will be responsible for maintaining all the Quality parameters required for clearance of Hull, Turret and other Sub-Assemblies of MBT Arjun from QA and also from CVRDE/CQA(ICV).
	<b>4</b>	He /She will be responsible for detailing the manpower working under him in various shifts as per requirement.
	<b>5</b>	He/ She will be responsible for piecework booking of the IEs working under him.
	<b>6</b>	Any other related duties as assigned by Competent Authorities of OFMK/AVNL.
<b>Experience</b>	:	<b>Essential:-</b> Candidate must have minimum 10 years of working experience in AVNL/erstwhile Ordnance Factories/PSUs/Autonomous Bodies/Govt.Depts/Defence Services etc.
	:	Candidate must have minimum 05 years working experience on manufacturing of MBT Arjun Hull & Turret.
<b>Reporting Mechanism</b>	:	As assigned by Divisional Officer/HOS

ADVT. NO & DATE :-----  
APPLICATION FOR THE POST OF :-----

Paste a recent  
Passport size  
Photograph

To  
THE CHIEF GENERAL MANAGER  
ORDNANCE FACTORY MEDAK( A UNIT OF AVNL)  
YEDDUMAILARM,SANGAREDDY,TG-502205

APPLICATIONS FOR ENGAGEMENT OF SUPERANNUATED EMPLOYEES

SL.NO	Particulars	
1	Name	
2	Designation at the time of retirement	
3	PPO No.	
4	Pay Level/Pay Scale in which retired	
5	Name of the organization/Department from where retired	
6	Date of retirement	
7	Address for Communication	
8	Contact Mobile No. Alternate contact No.	
9	E-mail id	
10	Qualification	
11	Experience details	Please provide the information in the format below
12	Category(SC/ST/OBC(NCL)/UR/PwBDs)	

Name of the Organization/Department	Period		Designation	Brief details of the work handled
	From	To		

12. Additional relevant information, if any, in support of your suitability for the said engagement (Attach separate sheet, if necessary)

DECLARATION

I hereby declare that all the statements made by me in this application are true and complete to the best of my knowledge and belief. I further declare that I was clear from vigilance angle at the time of retirement and I have not been dismissed/removed/compulsorily retired/retired under FR 56(j) from service. I have not been imposed with any penalty (major and /or minor) during last 15 years of service. I have not been subjected to criminal prosecution during my entire service career. I have read this document and ready to accept the terms and condition for engagement of the post advertised.

Signature of the Applicant  
Name:

Place:  
Date:

**Terms and Conditions for engagement of Superannuated employees on Fixed Term Contract**

<b>1.</b>	<b>Selection process:</b> Selection will be ordinarily based on qualification and experience. Interview/interaction may be conducted if necessary.
<b>2.</b>	<b>SCREENING:</b> Screening of Applications will be done by a Screening Committee constituted for that purpose by <b>CGM/OFMK</b> .
<b>3.</b>	<b>INTERVIEW:</b> If required, Personal Interview/interaction will be conducted.
<b>4.</b>	<b>Declaration of Result of Selection:</b> a) Only those candidates shortlisted may be called for interview (physical/virtual). b)The names of candidates shortlisted for interviews will be notified on our Company's website and call letters will be sent to the e-mails. c) Candidates are requested to print the call letter and comply with the instructions indicated therein. d)The results of the final selection, either on the basis of qualification and experience and/or interview, will be uploaded on AVNL website.
<b>5.</b>	<b>OFFER:</b> a)The offer of engagement 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). b)All such engagements will be recommended by a Selection Board constituted by the Head of the Unit <b>i.e. OFMK</b> . The Selection Board will conduct the interview.
<b>6.</b>	<b>Period of Engagement:</b> The selected superannuated employee will be engaged initially for a period of one year (if required may be extended further based on requirement up to a maximum age of 65 years whichever is earlier.
<b>7.</b>	<b>Remuneration:</b> 7.1 Their remuneration shall be fixed as per the formula of Last Basic Pay minus Pension, whichever is lower. The amount of remuneration shall remain unchanged for entire term of contract. There will be no annual increment/percentage increase during the contract. 7.2 Payment will be made after Tax deduction at source. TDS certificate shall be issued by the Company.
<b>8.</b>	<b>Other Terms and Conditions:</b> (i) 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. Accordingly, nothing within or relating to the Contract shall establish the relationship of employer and employee, or of principal and agent, between the Company and the contracted Superannuated employees. They will not be entitled for any benefit /compensation/ absorption/ regularization/permanent employment in the Company except the fixed remuneration. (ii)The persons engaged on full time basis will not be allowed to take any other assignment during the period of contractual engagement. (iii) Total paid leave admissible shall not exceed 15 days in a year.

(iv) DA, HRA or any other allowances shall not be admissible. No accommodation and Medical facilities will be normally admissible. However, in specific cases, special permission may be given for accommodation at the decided rates of license fee. The special permission will be given by GM/ HR of the Units for accommodation.
(v) TA, DA while on official tour may be paid on case to case basis. In case of retired Govt. personnel, it may be as per his entitlement at the time of retirement.
(vi) Telephone, conveyance/transport and other facilities may be allowed on merits depending upon operational requirements. Special permission in each case is to be decided by GM/ HR of the Unit.
(vii)The persons engaged can be assigned additional responsibilities/tasks in addition to their assigned tasks.
(viii)They will work on full time 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.
(ix) The engagement can be discontinued or terminated with one month notice or one month remuneration as the case may be decided by either side without assigning any reasons.
(x)The incumbents are liable to be transferred/ posted anywhere in India at the discretion of the Company.
(xi) The cut-off date for age will be the date of advertisement. Employer's certificate would serve as proof of age, qualification and experience.
<b>(xii)Reserved category candidates applying against unreserved post shall be treated as General category and no relaxation shall be given. OBC candidates belonging to creamy layer category should apply as general category and against general vacancies only. Employer's certificate would serve as proof of caste.</b>
(xiii)Mere submission of Application does not guarantee the adequacy of candidature for being considered for engagement. Mere fulfilling of eligibility criteria shall not confer any right to the applicant for being called for the interview/appointment. Canvassing in any form will disqualify the candidate.
<b>(xiv) Candidate will have to bring an original valid Retired Employee Card and the original documents for verification at the time of interview/ medical/ joining, if called for.</b>
<b>(xv)AVNL/OFMK also reserves the right to cancel/amend the advertisement and/or the selection process there under. The number of positions to be filled may increase or decrease depending on the requirement of AVNL/OFMK.</b>
(xvi)The superannuated employees shall continue to draw pension and dearness relief on pension, if any, during the period of engagement. Their engagement shall not be considered as a case of re-employment.
(xvii)No TA/ DA shall be paid to any candidate for attending interview in OFMK/AVNL.
(xviii) Engagement of the selected candidate will be subject to medical fitness by the Medical Officer nominated by <b>AVNL/OFMK</b> .
(xix)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.
(xx)No correspondence will be entertained from the candidates not selected/ interviewed.

<p>(xxi) Candidates should ensure that they fulfil 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.</p>
<p>(xxii) Any corrigendum/clarifications of the advertisement, if necessary, shall be uploaded on AVNL website (<a href="http://www.avnl.co.in">www.avnl.co.in</a>) and no separate press coverage is envisaged for this purpose.</p>
<p>(xxiii) All disputes / cases related to this engagement process are subject to jurisdiction of courts at Chennai only.</p>
<p>(xxiv) <b>Management reserves the right to cancel / restrict /enlarge / modify / alter the engagement/ selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.</b></p>
<p>(xxv) AVNL/OFMK reserves the right to relax qualifying criteria in deserving cases.</p>
<p>(xxvi) Candidates should be clear from Vigilance Angle at the time of retirement and he should not have been dismissed/removed/compulsorily retired/retired under FR 56(j) from service. He should not have been imposed with any penalty (major and /or minor) during last 15 years of his service. Similarly, he/she should not have been subjected to criminal prosecution during his entire service career. The selected candidate must produce a certificate from his employer/organization to that effect.</p>
<p>(xxvii) If found guilty during the tenure of engagement, the AVNL may take necessary action as may be deemed fit.</p>
<p>(xxviii) The designation of the retired persons will be the last designation on the date of superannuation or as per decision of the Company, AVNL.</p>
<p>(xxix) The re-engaged superannuated employee will maintain absolute secrecy and confidentiality in matters related to all official documents/information or any other data, which they acquire or that may come to their knowledge during their engagement.</p>
<p>(xxx) The re-engaged superannuated employee at all times, during their engagement maintain absolute integrity, office discipline, devotion to duty and do nothing which is against the interest of AVNL. Any contravention to this condition will entail immediate termination of their engagement.</p>
<p>(xxxi) All information regarding this engagement process would be made available in the AVNL website (<a href="http://www.avnl.co.in">www.avnl.co.in</a>) only. Applicants are advised to check the web site periodically for important updates.</p>
<p>(xxxii) The candidates must have an active E-mail ID &amp; 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 &amp; Mobile number. No change in E-mail ID &amp; 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, email address, technical fault or otherwise, beyond the control of the Company. Candidates are advised to keep a close watch on the Company website (<a href="http://www.avnl.co.in">www.avnl.co.in</a>) for latest updates.</p>
<p>(xxxiii) Applications that are incomplete, not in prescribed format, not legible, without the required certificates, shall be summarily rejected without assigning any reasons and no correspondence in this regard shall be entertained.</p>

(xxxiv) For any queries regarding this recruitment **please send E-mail to gm.ofmk@ord.gov.in** or contact at **040-23283455 / 23283469** on all working days from **8.00 AM to 05.00 PM (Monday to Friday)**.

(xxxv) Clarifications/Decisions of the Company in respect of all matters pertaining to this recruitment would be final and binding on all candidates.

(xxxvi) Any other terms and conditions of engagement can be determined and incorporated with the approval of the Competent Authority.

**AVNL's DECISION FINAL:**

The decision of Chairman & Managing Director, AVNL in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, conduct of interviews, selection and posting of selected candidates will be final and binding on the candidates and no query/ correspondence will be entertained in this regard.

**Last date for receipt of Application at OFMK.**

The last date of receipt of application will be **21 Days** from the date of publication of this **advertisement in the Employment News**.

**\*\*\*NOTE\*\*\***

Beware of touts and job racketeers trying to deceive by false promises of securing job in **AVNL/OFMK** either through influence or by use of unfair and unethical means. AVNL/OFMK has not appointed any agent(s) for action on its behalf. Candidates are warned against any such claims being made by persons/agencies. Candidates are selected purely as per merit based on interview. Beware of unscrupulous elements and do not fall in their trap. Candidates attempting to influence **AVNL/OFMK** directly or indirectly shall be disqualified and legal action can be initiated against them. Candidates are advised to consult only the **official website of AVNL/CO, Avadi i.e. www.avnl.co.in** and beware of FAKE websites put up by unscrupulous elements/touts.

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