



इंजिन निर्माणी आवडी
आर्मर्ड व्हीकल्स निगम लिमिटेड की इकाई
भारत सरकार का उद्यम
रक्षा मंत्रालय



ENGINE FACTORY AVADI
UNIT OF ARMoured VEHICLES NIGAM LIMITED
A GOVT. OF INDIA ENTERPRISE
MINISTRY OF DEFENCE

CIN :U35990TN2021GOI145504

**DETAILED ADVERTISEMENT FOR ENGAGEMENT OF
MANAGERS (PROFESSIONALS) ON FIXED TERM CONTRACT BASIS**

Armoured Vehicles Nigam Limited (AVANI) (AVNL) is a new Defence PSU with its headquarters at Avadi (Chennai). It has five (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 the armed forces and home land 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. Applications are invited for the following position on fixed term contract basis in Engine Factory Avadi – A Unit of AVNL located at Avadi, Chennai -54.

(1) Manager (Civil):-

Sl.No.	Particulars	Details
1	No. of Vacancy	1
2	Maximum Age	Below 40 Years
3	Qualifications	B.Tech or BE in Civil Engineering from a Recognized / reputed University / Institution approved by AICTE / UGC with 1st Division or equivalent CGPA
4	Experience	Minimum 5 years in building construction and maintenance
5	Role and Responsibilities	The incumbent has to prepare estimates for civil maintenance works. He/she has to monitor the supply of construction materials to production shops. The incumbent has to co-ordinate with officials in production shops for redressing any complaints and also has to liaise with Finance & Accounts Section for approval of works. He/she has to assess requirement of all kinds of civil works, scheduling & monitoring their progress and ensure timely completion. The incumbent should apprise the management about cost control measures in construction/maintenance jobs in the Factory premise. Any other related works as assigned.
6	Tenure	02 years
7	Remuneration:	Rs.75000/- (All inclusive) Per month

Contd...2/-

(2) Manager (Mechanical Maintenance):-

Sl.No.	Particulars	Details
1	No. of Vacancy	1
2	Maximum Age	Below 40 Years
3	Qualifications	B.Tech or BE in Mechanical Engineering from a Recognized / reputed University / Institution approved by AICTE / UGC with 1st Division or equivalent CGPA
4	Experience	Minimum 5 years in maintenance works of Mechanical / Automobile production industry or any related field
5	Role and Responsibilities	<p>The incumbent has to maintain CNC machines, test cells, compressors etc. He/She has to attend breakdown and preventive maintenance with MM team and has to liaise with production shops for maintenance purpose. He/she has to liaise with General Stores Section on day today basis for procurement of machinery spares and other services required for maintenance activities.</p> <p>He/she should be conversant with MS Office and Excel to maintain proper record on preventive maintenance.</p> <p>The incumbent should also liaise with various firms for provisioning of essential items for maintenance division.</p> <p>He/She is responsible for maintaining, trouble shooting and repairing of specific machineries in production and assembly shops.</p> <p>Any other related works as assigned.</p>
6	Tenure	02 years
7	Remuneration:	Rs.75000/- (All inclusive) Per month

(3) Manager (Quality Control):

Sl.No.	Particulars	Details
1	No. of Vacancy	1
2	Maximum Age	Below 40 Years
3	Qualifications	B.Tech or BE in Mechanical or Automobile engineering from a Recognized / reputed University / Institution approved by AICTE / UGC with 1st Division or equivalent CGPA
4	Experience	Minimum 5 years exposure to quality control in Mechanical / automobile industry or any related field.
5	Role and Responsibilities	<p>The Incumbent has to look after the quality parameter of inward material, Document verification and to put up for approval as per standard specification.</p> <p>He has to oversee inspection activities of incoming materials, co-ordinating with production shops for fitment & performance trials, maintain records of all the defects and derive measures to ensure zero-defect.</p> <p>He should be conversant with SPC, SQC and Six Sigma techniques and provide remedial measures on various quality issues in the production shops and assembly section.</p> <p>Any other related works as assigned.</p>
6	Tenure	02 years
7	Remuneration:	Rs.75000/- (All inclusive) Per month

(4) Manager (Production):

Sl.No.	Particulars	Details
1	No. of Vacancy	1
2	Maximum Age	Below 40 Years
3	Qualifications	B.Tech or BE in Automobile/Mechanical Engineering from a Recognized / reputed University / Institution approved by AICTE / UGC with 1st Division or equivalent CGPA
4	Experience	Minimum 5 years in Mechanical / automobile production Industry or related field.
5	Role and Responsibilities	The incumbent should be able to oversee all production related activities in the whole production/assembly line. He/She should keep watch on new development in technology and its adoption and associated closely with R&D and QC teams in the Factory. The incumbent has to ensure the availability of material/ components required for production as per production target of the Factory by interacting with Material Management Section on day to day basis. He/She has to plan and schedule weekly, monthly, yearly production targets and their achievement. Any other related works as assigned.
6	Tenure	02 years
7	Remuneration:	Rs.75000/- (All inclusive) Per month

(5) Consultant (R & D):

Sl.No.	Particulars	Details
1	No. of Vacancy	1
2	Maximum Age	Below 63 Years
3	Qualifications	Post-Graduation / Doctorate in Engineering (Mechanical/Automobile) from a recognized / reputed University / Institution approved by UGC with 60% of marks or equivalent CGPA.
4	Experience	a) Minimum 20 years in Production or R&D combined with minimum 5 years of experience in R&D in IC Engine field. b) The said experience is to be in with DPSU or erstwhile OFB or DRDO or CSR lab or reputed private Automobile industries in the field of internal combustion engines.
5	Role and Responsibilities	a) The following IRD projects are to be initiated. 1. Artificial Intelligence based project on topics like predictive maintenance of engines and Engine Test Cell etc., 2. Upgradation of Tank Engine 3. Overhauling of MBT Arjun Engine. And also other R&D activities like new product development, failure mode analysis, increasing productivity etc., b) Transfer of Technology & Memorandum of Understanding for co-development of futuristic products c) Preparation of Detailed Project Reports (DPR). d) Professional Knowledge in computers and CAD/CAM Technology.
6	Tenure	02 years
7	Remuneration:	Rs.1,10,000/- (All inclusive) Per month

2. How to apply:

1. Interested candidates may download the application from the website (www.avnl.co.in) as attached as **Annexure-A** 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. The application, complete in all respect together with the required fee should be sent through speed post/courier service to the **General Manager/HR, Engine Factory, Avadi, Chennai – 600054** super-scribing the envelope with the name of the post applied for. Last date for receipt of Application at Engine Factory Avadi is 21 days from the date of advertisement.
2. 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-Bio-data and in educational/ professional qualification certificates, application will be liable to be cancelled. EFA management will not take any responsibility for any delay in receipt or loss in postal transit for any application or communication.
3. 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 that email or mobile number only. The engagement of above professionals 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.

(HAREKRISHNA BEHERA)

GENERAL MANAGER/HR

for CHIEF GENERAL MANAGER

**APPLICATION FOR THE POST OF MANAGER / CONSULTANT
ON FIXED CONTRACT BASIS
To be forwarded by Post**

To
The Chief General Manager,
Engine Factory Avadi,
Avadi,
Chennai - 600 054.

Place for recent
passport size
photo of the
applicant (self
attested in front)
to be firmly
pasted (not to be
stapled)

(TO BE FILLED UP IN BLOCK LETTERS ONLY)

01.	Post Applied for			
02.	Name in Block Letters			
03.	Gender			
04.	Father's / Husband's Name			
05.	Date of Birth	Day (dd)	Month (mm)	Year (yyyy)
06.	Age as on date of advertisement			
07.	Nationality			
08.	Complete postal Address & pin code for communication			
		STATE:	PIN:	
09.	Mobile/Phone Number	(1)		
		(2)		
10.	E-mail ID	(1)		
		(2)		
11.	AADHAAR NO.			
12.	PAN NO.			
13.	Two Prominent and visible identification Marks	(1)		
		(2)		

14. Details of educational and other qualifications starting from X Standard/SSLC:

Name of School/College	Name of Recognized University / Board of Examination	Examination Passed	Year of Passing & Percentage

15. Details of present employment/ previous experience, if any:

Company Details	Designation	Period From	Period To	Nature of Duties

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

DECLARATION

I, Shri / Smt / Kum _____ have read the instructions carefully before sending this application. I hereby declare that all the statements made in this application are correct to the best of my knowledge and belief. I understand that any discrepancy found in the information will lead to cancellation of my candidature / debarment at any time.

Date :

Place :

Signature of the Candidate

Terms and Conditions for engagement of Managers / Consultant on Fixed Term Contract Basis:

1. **SELECTION PROCESS:** Selection will be ordinarily based on qualification and experience.
2. **SCREENING:** Screening of Applications will be done by a Screening Committee constituted for that purpose.
3. **INTERVIEW:** If required, personal Interview/interaction will be conducted. The offer of engagement shall be issued to the suitable candidate in the order of merit and will be subject to verification of antecedents as per Govt. of India guidelines.
4. **DECLARATION OF RESULT OF SELECTION:**
 - a) Only those candidates shortlisted may be called for interview (physical/virtual).
 - b) The names of candidates shortlisted for interviews will be notified on Company's website and call letters will be sent to their e-mails.
 - c) Candidates are requested to print the call letter and comply with the instructions indicated therein.
 - d) The result of the final selection, either on the basis of qualification and experience and/or interview, will be uploaded on www.avnl.co.in website.
5. **PERIOD OF ENGAGEMENT:**

The selected candidate will be engaged initially for a period of two years which may be extended further based on requirement up to a maximum period of one year.
6. **REMUNERATION:**
 - (i) For Manager post (Civil, Mechanical Maintenance, Quality, Production) the Remuneration is Rs.75,000/- consolidated per month.
 - (ii) For Consultant (R&D) post the Remuneration is Rs.1,10,000/- consolidated per month.
 - (iii) The amount of Remuneration shall remain unchanged during the entire Contract. Further, there will no annual increment / percentage increase during the Contract.
 - (iv) Payment will be made after Tax Deduction at Source. TDS certificate shall be issued by the Company.
7. **Application Fee :**

Application fee (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 favour of Armoured Vehicles Nigam Limited, payable at Chennai.

 - (i) For SC/ ST/ Pw&D/Ex-Service Men/ EWS/ Female candidates: Nil
 - (ii) For other candidates : Rs.300

8. Age: (i) Below 40 years for Posts at Sl.No.1 to 4 (Managers)
(ii) Below 63 years for Post at Sl.No.5 (Consultant)

9. Other Terms and Conditions:

- (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 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/Admin & HR of the Units for accommodation.
- (v) TA, DA while on official tour may be paid on case to case basis.
- (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/Admin & 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.
- (xii) 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.
- (xiii) Candidate will have to bring original documents for verification at the time of interview/medical/joining, if called for.
- (xiv) AVNL also reserves the right to cancel/amend the advertisement and/or the selection process there-under.

- (xv) No TA/DA shall be paid to any candidate for attending interview in EFA/AVNL.
- (xvi) Engagement of the selected candidate will be subject to medical fitness by the Medical Officer nominated by EFA/AVNL.
- (xvii) 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.
- (xviii) No correspondence will be entertained from the candidates not selected /interviewed.
- (xix) 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 fulfill the criteria, his/her candidature/services are liable for rejection/termination without notice.
- (xx) Any corrigendum/clarifications of the advertisement, if necessary, shall be uploaded on AVNL website (www.avnl.co.in) and no separate press coverage is envisaged for this purpose.
- (xxi) All disputes/cases related to this engagement process are subject to jurisdiction of courts at Chennai only.
- (xxii) 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.
- (xxiii) AVNL reserves the right to relax qualifying criteria in deserving cases.
- (xxiv) If found guilty during the tenure of engagement, the AVNL may take necessary action as deemed fit.
- (xxv) The engaged employee shall 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.
- (xxvi) The engaged employee at all times during their engagement shall 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.
- (xxvii) All information regarding this engagement process would be made available in the AVNL website (www.avnl.co.in) only. Applicants are advised to check the website periodically for important updates.
- (xxviii) 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, email address, technical fault or otherwise, beyond the control of the Company. Candidates are advised to keep a close watch on the Company website (www.avnl.co.in) for latest updates.

- (xxix) Applications that are incomplete, not in prescribed format, not legible, without the required certificates, shall be summarily rejected without assigning any reason and no correspondence in this regard shall be entertained.
- (xxx) For any queries regarding this recruitment please send E-mail to yogesh.kumar49@gov.in or contact at 044-26845162 on all working days from 8.30 AM to 05.00 PM (Monday to Friday).
- (xxxii) Clarifications/Decisions of the Company in respect of all matters pertaining to this recruitment would be final and binding on all candidates.
- (xxxiii) Any other terms and conditions of engagement can be determined and incorporated with the approval of the Competent Authority.

10. 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.

11. Interpretation/Modification/Amendments/Relaxations:

- a) CMD is the competent authority for relaxations/interpretation/amendment/modification of provisions of this policy.
- b) In case of any dispute with regard to this policy, the same shall be referred to CMD, AVNL, as the sole arbitrator for settlement of dispute, whose decision shall be conclusive, final and binding on the engaged employees.

Last date for receipt of Application at EFA is 21 days from the date of publication of advertisement in Employment News.
