

**DETAILED ADVERTISEMENT for**  
**ENGAGEMENT OF PERSONNEL UNDER FIXED TENURE CONTRACT**

(Advt. No.IOLAV/FTC/RECT/2024/01)

**Armoured Vehicles Nigam Limited (AVANI) (AVNL)** is a new Defence PSU with its headquarters at Avadi (Chennai). It has five (05) constituent production units, 03 Professional training institutes 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 Homeland Security Agencies and provides occupational and professional trainings to their employees as well as out side participants. It is a new Government Company with bright Future. The Company offers great work environment and challenging opportunities for the professionals to prove their mettle.

AVNL invites offline Applications from Indian Citizens fulfilling the eligibility requirements, for filling up of the following Fixed Tenure Based posts on CONTRACT BASIS to work in AVNL Institute of Learning, Avadi, Chennai-54, is a training institute for AVNL employees and others.

**1. Details of Posts:-**

S.No	Name of the Post	Vacancies							
		UR	EWS	OBC (NCL)	SC	ST	TOTAL	PWD	EX-SM
1	Junior Manager (Contract) (Mechanical)	2	-	-	-	-	02	-	-

**2. QUALIFICATION:**

The essential educational qualification is as under:

S.No	Name of the Post	Qualification
1	Junior Manager (Contract) (Mechanical)	Essential educational qualification: First Class Degree in Mechanical Engineering  Desirable Qualification: (1) Minimum 02 years of Teaching experience in Engineering Colleges / Profesional Institutes (2) M. Tech / Ph D in Defence Technology/ Combat Vehicle Engineering or equivalent. (3) Research work in Defence Technology/ Combat Vehicle Engineering or equivalent.

पता : भा.वा.नि. एस्टेट, आवडी, चेन्नई-600 054

ADDRESS: HVF ESTATE, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26372389, 044-26843004

फैक्स सं/FAX NO: 044-26375479, ईमेल / E-Mail: iolavd@avnll.co. in

वेबसाइट/Website: avnl.co.in

पंजीकृत पता : भा.वा.नि. रोड, आवडी, चेन्नई-600 054

REGD. ADDRESS: HVF ROAD, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26383601, 044-26384784

ईमेल / E-Mail: info@avnll.co.in

वेबसाइट/Website: avnl.co.in

### 3. Age Limit:

- 3.1 The age of a person at the time of engagement shall not be less than 18 years.
- 3.2 The Upper Age Limit prescribed for the posts shall not exceed **28 years** as on the closing date of application.
- 3.3 Relaxation in upper age limit will be given up to 04 years over & above 28 years to the candidates those who have successfully completed PhD in relevant subjects (Mechanical Engg, Defence Technology/ Combat Vehicle Engineering or equivalent). The maximum age limit shall not exceed 32 years s on the closing date of application to the candidates those who have completed PhD.
- 3.4 Proportionate relaxation in upper age limit will be given to the candidates having relevant work experience. The upper age limit is relaxable for the candidates with relevant desirable post qualification experience, to a maximum extent of 10 years. Relaxation in age would be one year for every completed year of relevant post qualification experience over & above 28 years subject to a maximum age limit of 38 years.
- 3.5 Candidates seeking age relaxation shall enclose the relevant certificates issued by Competent Authority/ Past employer.

### 4. Remuneration:

- 4.1 During the period for tenure engagement, the candidates will be paid following remuneration per month.

Name of the Post	Minimum Basic Pay
Junior Manager (Contract) (Mechanical)	Rs. 30,000 /-

- 4.2 Remuneration per month shall be as follows:

- i) Basic Pay – Rs.30000/-
- ii) Dearness Allowance as applicable
- iii) Special Allowance @ 5% of Basic Pay
- iv) Annual increment at the rate of 3% on the basic pay during the tenure.

### 5. OTHER BENEFITS & ALLOWANCE:

- 5.1 A amount of Rs. 3000/- per month for meeting all their other requirements including Medical and Accident insurance premium, conveyance and telephone facilities etc.

- 5.2 They will be eligible for Unit Industrial Canteen facility.
- 5.3 Provident Fund contributions will be calculated taking into account the Basic Pay + Dearness Allowance components and is included in the compensation.
- 5.4 PF shall be deducted as per statutory maximum wage ceiling decided by EPFO from time to time.
- 5.5 **Gratuity:** On successful completion of the tenure of the Fixed Term Engagement or upon its earlier termination, after engagement for more than 1 (one) year, for a cause not attributable to the engaged employee, they will be entitled to receive gratuity @ 15 days pay for each completed year of engagement period or part thereof in excess of 6 (six) months, for which, the monthly instalment of the annual consolidated pay shall be divided by 26 to calculate one day's pay.
- 5.6 **Ex-gratia payment:** In case of death by accident arising out of / in the course of employment in the premises of the Company, an ex-gratia payment of Rs. 10 lakhs shall be extended to the family of the deceased person.
- 5.7 **Accommodation:** Accommodation may be provided in the Units in which they are working subject to availability on payment of Licence fee as prescribed by AVNL. The license fee may be relaxed on case to case basis with the special sanction from CMD. **HRA in lieu of accommodation will not be provided.**

## 6. SELECTION PROCEDURE:

- 6.1 Selection of the candidates shall be done as follows:

Name of the Post	Shortlisting Criteria	Interview
Junior Manager (Contract)- Mechanical	Marks obtained in the final examination of Degree in Mechanical Engineering : <b>Weightage - 50 marks</b>  Teaching experience in Engineering Colleges / Profesional Institutes : <b>Weightage - 15 marks</b> Ph.D / Research Work : <b>Weightage - 15 Marks</b> M.Tech : <b>Weightage - 05 Marks</b>  <b>Total marks for Desirable Qualification : 35 marks</b>	Interview - <b>15 Marks</b>

- 6.2 Candidates shall possess minimum 65% Marks in the required educational qualification.
- 6.3 The weightage of marks for years of experience criteria : 02-05 Years of teaching experience - 10 marks; above 05 years of teaching experience - 15 marks. The experience certificate should be submitted from reputed Institute for consideration.
- 6.4 Candidates possessing the Essential educational qualification prescribed above shall be shortlisted based on the marks obtained in the final examination of the required educational qualification and Desirable qualification criteria to the extent of 4 times the number of vacancies.
- 6.5 Candidates shortlisted shall be subject to Document Verification and those candidates clearing document verification shall be subject to Interview.
- 6.6 Candidates not clearing Document verification shall not be allowed to proceed further.
- 6.7 Interview shall be conducted only at AVNL Institute of Learning, Avadi probably within one month from the date of closing date of advertisement.
- 6.8 The Final Merit list shall be prepared as per the total marks obtained as mentioned at (6.1) above.
- 6.9 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. Experience shall be considered based on years of experience if years of experience is same then order of seniority is considered based on the experience relevant to the post and reputation of the institute.
- 6.10 Call letters shall **NOT** be sent by post. All intimations regarding shortlisting of candidates for Document verification/Interview and the results of the final selection will be published only in the AVNL website ([www.avnl.co.in](http://www.avnl.co.in)). Candidates are requested to regularly view the AVNL website for updates.
- 6.11 Any corrigendum/clarifications shall be uploaded only in the AVNL website ([www.avnl.co.in](http://www.avnl.co.in)) and no separate press coverage shall be done for this purpose.

## 7. Nature of Engagement

The engagement is not against permanent vacancy and will not entitle any candidate to claim regular / permanent employment in the Company in future. The engagement is purely a temporary and ad-hoc engagement for a fixed tenure to meet temporary functional requirements. The engagement shall be on fixed term contractual basis. The person so engaged, has no lien, right or tenure against any post in AVNL, and shall not at any time during or after expiry of the term of engagement or its premature termination, make any claim for regularization or employment in AVNL.

पता : भा.वा.नि. एस्टेट, आवडी, चेन्नई-600 054

ADDRESS: HVF ESTATE, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26372389, 044-26843004

फैक्स सं/FAX NO: 044-26375479, ईमेल / E-Mail: [iolavd@avnl.co.in](mailto:iolavd@avnl.co.in)

वेबसाइट/Website: [avnl.co.in](http://avnl.co.in)

पंजीकृत पता : भा.वा.नि. रोड, आवडी, चेन्नई-600 054

REGD. ADDRESS: HVF ROAD, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26383601, 044-26384784

ईमेल / E-Mail: [info@avnl.co.in](mailto:info@avnl.co.in)

वेबसाइट/Website: [avnl.co.in](http://avnl.co.in)

## 8. Tenure of Engagement

The tenure is for a period of **ONE** year from the date of engagement. The tenure will come to an end automatically on completion of the fixed tenure, without any further notice. However, the same may be extended up to a maximum period of four years (including initial period) based on requirement and individual performance with the approval of the Head of the Unit. Extension of tenure beyond 4 years may also be considered with the approval of CMD.

## 9. Termination of Engagement:

- 9.1 The tenure will come to an end automatically at the completion of the fixed tenure unless extended. The engagement can also be terminated, at any time, by giving one month's notice by either party or payment of the monthly remuneration in lieu of the Notice. The Tenure Based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company.
- 9.2 An employee is liable to be discharged at any time from engagement on being found medically unfit.
- 9.3 An employee who remains unauthorized absent from duty or place of work either without sanction of any leave or after expiry of sanctioned leave, if any, and does not report for duty for any reason whatsoever within 15 consecutive days from the date of his/her unauthorized absence, shall be deemed to have voluntarily abandoned the engagement with the company without notice and will be treated as automatic termination. However, if subsequently his/her unauthorized absence is satisfactorily substantiated and accounted for, within 15 consecutive days from the date of the termination order to the entire satisfaction of the management, the management may regularize his/her period of unauthorized absence on such terms and conditions as it may deem fit and proper.

## 10. How to apply:

- 10.1 Interested candidates may download the application from the website ([www.avnl.co.in](http://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 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 respect together with the required fee should be sent **ONLY** through ORDINARY POST only to **The Chief General Manager, AVNL Institute of Learning, Avadi, Chennai - 600054** super-scribing the envelope with **Application for Engaging of Junior Manager(Contract) - Mechanical on Fixed Tenure Contract Basis for**

पता : भा.वा.नि. एस्टेट, आवडी, चेन्नई-600 054

ADDRESS: HVF ESTATE, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26372389, 044-26843004

फैक्स सं/FAX NO: 044-26375479, ईमेल / E-Mail: [iolavd@avnl.co.in](mailto:iolavd@avnl.co.in)

वेबसाइट/Website: [avnl.co.in](http://avnl.co.in)

पंजीकृत पता : भा.वा.नि. रोड, आवडी, चेन्नई-600 054

REGD. ADDRESS: HVF ROAD, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26383601, 044-26384784

ईमेल / E-Mail: [info@avnl.co.in](mailto:info@avnl.co.in)

वेबसाइट/Website: [avnl.co.in](http://avnl.co.in)

and Advertisement No.IOLAV/FTC/RECT/2024/01. Last date for receipt of application is **21 days** from the date of publication of this advertisement in the Employment News.

- 10.2 **Application Fee:** - Payment of **Application Fee of Rs.300/-** (Rupees Three Hundred only) to be paid **through SBI Collect => PSU(Public Sector Undertaking) => Armoured Vehicles Nigam Limited Tamil Nadu => Payment Category => AVNL CO - Recruitment Fee.** SC/ST/PwBD/Ex-SM/Female candidates are exempted from payment of application fees. The candidates shall attach a copy of receipt of payment with the application form.
- 10.3 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.
- 10.4 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 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.
- 10.5 Applicants are advised to make sure that to meet the eligibility requirements as per vacancy notification before submitting the application. IOLAV management will not take any responsibility for any delay in receipt or loss in postal transit for any application or communication.
- 10.6 Applicants are requested to enter his/her **active mobile phone number** which should be valid and operational, as all important communications will be sent to this 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.
- 10.7 No TA/DA will be admissible for attending Interview.
- 10.8 All disputes / cases related to this recruitment process are subject to jurisdiction of courts at Chennai only.
- 10.9 For any queries regarding this recruitment please send E-mail to [iolavd@avnll.co.in](mailto:iolavd@avnll.co.in) in or contact at 044-26843360 / 26843004 on all working days from 9.30 AM to 05.00 PM (Monday to Friday).
- 10.10 Canvassing in any form will result in disqualification and cancellation of candidature.

Sd/-  
CHIEF GENERAL MANAGER

पता : भा.वा.नि. एस्टेट, आवडी, चेन्नई-600 054

ADDRESS: HVF ESTATE, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26372389, 044-26843004

फैक्स सं/FAX NO: 044-26375479, ईमेल / E-Mail: [iolavd@avnll.co.in](mailto:iolavd@avnll.co.in)

वेबसाइट/Website: [avnll.co.in](http://avnll.co.in)

पंजीकृत पता : भा.वा.नि. रोड, आवडी, चेन्नई-600 054

REGD. ADDRESS: HVF ROAD, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26383601, 044-26384784

ईमेल / E-Mail: [info@avnll.co.in](mailto:info@avnll.co.in)

वेबसाइट/Website: [avnll.co.in](http://avnll.co.in)

**ANNEXURE - A**

**APPLICATION FOR ENGAGEMENT OF PERSONNEL UNDER FIXED TENURE CONTRACT**  
**[To be forwarded by Ordinary Post]**

To  
The Chief General Manager,  
AVNL INSTITUTE OF LEARNING AVADI,  
(A Unit of Armoured Vehicles Nigam Limited)  
AVNL - HVF Estate, 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 (as mentioned in 10 <sup>th</sup> Std./SSLC certificate)	
03.	Father's / Husband's Name	
04.	Date of Birth (dd/mm/yyyy)	
05.	Age (as on last date of receipt of application)	
06.	Nationality	
07.	Category [UR/SC/ST/OBC-NCL/EWS] Enclose relevant certificate (except for UR)	
08.	Whether Ex-Serviceman or Not, if yes Enclose Discharge certificate	Yes / No
09.	Whether Person with Disability or Not, if yes Enclose Disability certificate	Yes / No
10.	Complete Postal Address with pin code for communication	STATE: PIN:
11.	Aadhaar Number	
12.	Mobile / Phone number	(1) (2)
13.	E-mail ID (in block letters)	
14.	Two Prominent and visible identification Marks	(1) (2)

पता : भा.वा.नि. एस्टेट, आवडी, चेन्नई-600 054

ADDRESS: HVF ESTATE, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26372389, 044-26843004

फैक्स सं/FAX NO: 044-26375479, ईमेल / E-Mail: iolavd@avnll.co. in

वेबसाइट/Website: avnl.co.in

पंजीकृत पता : भा.वा.नि. रोड, आवडी, चेन्नई-600 054

REGD. ADDRESS: HVF ROAD, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26383601, 044-26384784

ईमेल / E-Mail: info@avnll.co.in

वेबसाइट/Website: avnl.co.in

15.	Medium of Trade Test	(English / Hindi)
16.	Whether application fees paid (SC/ST/PwBD/Female candidates are exempted from payment of Fees)	Yes / No

Signature of the Candidate

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

Examination passed	Name of School/ College	Name of Recognized University/ Board o Examination	Marks obtained/ Total Marks	% of Marks
SSLC/Xth STANDARD				
HSC				
B Tech or equivalent				
SPECIALISED M.Tech				
SPECIALISED Ph.D				

पता : भा.वा.नि. एस्टेट, आवडी, चेन्नई-600 054

ADDRESS: HVF ESTATE, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26372389, 044-26843004

फैक्स सं/FAX NO: 044-26375479, ईमेल / E-Mail: iolavd@avnI.co. in

वेबसाइट/Website: avnl.co.in

पंजीकृत पता : भा.वा.नि. रोड, आवडी, चेन्नई-600 054

REGD. ADDRESS: HVF ROAD, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26383601, 044-26384784

ईमेल / E-Mail: info@avnI.co.in

वेबसाइट/Website: avnl.co.in



ए वी एन एल शिक्षण संस्थान आवडी  
आर्मर्ड व्हीकल्स निगम लिमिटेड की इकाई  
भारत सरकार का उद्यम रक्षा मंत्रालय



AVNL INSTITUTE OF LEARNING AVADI  
UNIT OF ARMoured VEHICLES NIGAM  
LIMITED  
A GOVT. OF INDIA ENTERPRISE

CIN-U35990TN2021GOI145504

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

Company / College / Institute Details	Designation	Period From	Period To	Nature of Duties

Please attach extra sheet, if required.

Signature of the Candidate

पता : भा.वा.नि. एस्टेट, आवडी, चेन्नई-600 054  
ADDRESS: HVF ESTATE, AVADI, CHENNAI-600 054.  
दूरभाष सं / PHONE NO : 044-26372389, 044-26843004  
फैक्स सं/FAX NO: 044-26375479, ईमेल / E-Mail: iolavd@avnI.co. in  
वेबसाइट/Website: avnl.co.in

पंजीकृत पता : भा.वा.नि. रोड, आवडी, चेन्नई-600 054  
REGD. ADDRESS: HVF ROAD, AVADI, CHENNAI-600 054.  
दूरभाष सं / PHONE NO : 044-26383601, 044-26384784  
ईमेल / E-Mail: info@avnI.co.in  
वेबसाइट/Website: avnl.co.in

Check List of Enclosures:

Sl. No.	ENCLOSURES	YES/ NO
1	Proof of Date of Birth -	
2	Educational Qualification Certificate and Consolidated Mark sheet	
3	Experience Certificate	
4	Whether all above documents / certificates are self attested	
5	Two copies of photographs (one pasted on application form) and one extra photograph (Name and Date of Birth should be written on backside of photograph)	
6	Copy of payment of fees made through SBI Collect (SC/ST/PwBD/Female candidates are exempted)	
7	Two copies of photographs (one pasted on application form) and one extra photograph (Name and Date of Birth should be written on backside of photograph)	

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

**ANNEXURE - B**

**OTHER TERMS AND CONDITIONS:**

**1.0 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.

**2.0 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.

**3.0 Liability of Service:**

- 3.1** He/she shall be liable to be transferred to any of Unit, Project, Establishment, Office or any other place or location or job where he may be posted for the Company's work in any part of the country as may be required by the competent authority.
- 3.2** The employee shall be liable to be called upon by the Management at any point of time based on exigencies of work for which no overtime or extra payment shall be paid.

**4.0 Hours of Work:**

- 4.1** He/she shall comply with such instructions as are issued from time to time relating to attendance, arrival and departure, the period and hours of work and shall be at work at the time fixed and notified by the competent authority from time to time.
- 4.2** 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.

पता : भा.वा.नि. एस्टेट, आवडी, चेन्नई-600 054

ADDRESS: HVF ESTATE, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26372389, 044-26843004

फैक्स सं/FAX NO: 044-26375479, ईमेल / E-Mail: iolavd@avnll.co. in

वेबसाइट/Website: avnl.co.in

पंजीकृत पता : भा.वा.नि. रोड, आवडी, चेन्नई-600 054

REGD. ADDRESS: HVF ROAD, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26383601, 044-26384784

ईमेल / E-Mail: info@avnll.co.in

वेबसाइट/Website: avnl.co.in

- 4.3 Attendance shall be marked daily according to the method prescribed by the management from time to time.
- 4.4 Absence from duty including absence due to late coming, shall be reckoned as follows:
- (i) Who does not report for duty on time may not be taken on work, and his absence for the day will be treated, at the discretion of the competent authority, as leave with or without pay or as absence from duty.
- (ii) Nothing in this provision shall prejudice the right of the management for deduction of wages for the period of absence and/or for taking disciplinary action against the delinquent employee as decided by the Competent Authority.

### 5.0 Holidays & Balance of Leaves:

- 5.1 The list of festival/closed holidays shall be as notified by the management.
- 5.2 Two and half days leaves 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.
- 5.3 The fixed tenure employees are not allowed to carry forward the leave balance at the end of the year.
- 5.4 Unutilized leaves to the extent of 50% of the total entitled leaves i.e. maximum 15 leaves may be encashed at the end of their one year service contract taking into account monthly consolidated pay @ 30 days in a month.
- 5.5 Other leaves as admissible to regular employees will be available.

### 6.0 Deduction or recovery from remuneration:

Apart from the statutory deductions and contributions, the following shall be deducted for the following purposes:

- 6.1 For amenities and services supplied by the Company;
- 6.2 For recovery of advances or for adjustment of over-payments;
- 6.3 Income tax or any other tax levied by the Government or any other statutory dues;
- 6.4 Deduction required to be made by orders of a Court or other authority competent to make such order;
- 6.5 Deduction of amounts due to the Company from the employee on any account;
- 6.6 Any other deductions made with the written authorization of the employee concerned;
- 6.7 Fines
- 6.8 For unauthorized absence from duty;

पता : भा.वा.नि. एस्टेट, आवडी, चेन्नई-600 054

ADDRESS: HVF ESTATE, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26372389, 044-26843004

फैक्स सं/FAX NO: 044-26375479, ईमेल / E-Mail: iolavd@avnI.co. in

वेबसाइट/Website: avnl.co.in

पंजीकृत पता : भा.वा.नि. रोड, आवडी, चेन्नई-600 054

REGD. ADDRESS: HVF ROAD, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26383601, 044-26384784

ईमेल / E-Mail: info@avnI.co.in

वेबसाइट/Website: avnl.co.in

- 6.9** For damage to or loss of goods expressly entrusted to the employee for custody or for loss of money for which he is required to account.

### 7.0 Performance Evaluation:

- 7.1** The performance will be evaluated periodically. Individuals with performance rating satisfactory & above will be granted an increment, on completion of each year during the employment. Individuals having performance rating 'Poor' or below will be given 3 months' time in writing to improve their performance. After three months again performance will be evaluated and if again the performance rating is found poor or below, the services of the individual will be terminated by giving one month notice.
- 7.2** During tenure of this engagement, the candidates will wholly devote to work assigned to them and will not undertake any other employment either on full or part time basis. Any violation of this condition will entail immediate termination of their services.

### 8.0 Disqualification:

Candidates will have to give a declaration that there is nothing adverse against them either presently or in the past which would disqualify them for being engaged in service. Following shall constitute disqualification for engagement.

- 8.1** Insolvency
- 8.2** Pendency of investigation/trial in relation to a criminal offence.
- 8.3** Conviction by Court of Law for criminal offence.
- 8.4** Dismissal/termination from the services in their previous employment(s) pursuant to disciplinary action.

### 9.0 Secrecy:

- 9.1** The incumbent will maintain all information/ documents/ materials gathered during the course of the engagement in strict confidence. He/ she will not copy or make notes of such information/ documents except in connection with the work for the Company. He/ she will not divulge to anyone outside the Company or use any of the information/ documents/ materials gathered during the course of engagement for his/ her own or anyone else's benefit, either during or after the terms of engagement with the Company. The aforesaid obligation shall also apply to proprietary/ confidential information/ documents of third parties received by him/her or the Company in the normal course of the engagement with the Company.

ए वी एन एल शिक्षण संस्थान आवडी  
आर्मर्ड व्हीकल्स निगम लिमिटेड की इकाई  
भारत सरकार का उद्यम रक्षा मंत्रालय



AVNL INSTITUTE OF LEARNING AVADI  
UNIT OF ARMoured VEHICLES NIGAM  
LIMITED  
A GOVT. OF INDIA ENTERPRISE

CIN-U35990TN2021GOI145504

9.2 The incumbent shall, while demitting the Office, handover all information/documents/materials under his/ her possession, during the engagement period, to the immediate Reporting Authority.

#### 10.0 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.

\*\*\*\*\*End of Document\*\*\*\*\*

पता : भा.वा.नि. एस्टेट, आवडी, चेन्नई-600 054

ADDRESS: HVF ESTATE, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26372389, 044-26843004

फैक्स सं/FAX NO: 044-26375479, ईमेल / E-Mail: iolavd@avnI.co. in

वेबसाइट/Website: avnl.co.in

पंजीकृत पता : भा.वा.नि. रोड, आवडी, चेन्नई-600 054

REGD. ADDRESS: HVF ROAD, AVADI, CHENNAI-600 054.

दूरभाष सं / PHONE NO : 044-26383601, 044-26384784

ईमेल / E-Mail: info@avnI.co.in

वेबसाइट/Website: avnl.co.in