



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

**Requires  
Technician(Process)**

Recruitment Notification no.: DGM-HR-TP-2016 dated 30.8.2016

1. *FACT 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 eligible candidates for the post of **Technician (Process)**. The details regarding number of posts, Qualification and experience requirements are as follows:*
2. **Number of posts: 45** ( UR-23; SC-8; ST-2 ;OBC(NCL) -12)  
  
*# Reservation eligibility of candidates shall be as per applicable rules and based on documents evidencing the same.  
UR-Unreserved; SC-Scheduled Caste; ST-Scheduled Tribe; OBC-(NCL) Other Backward Community(Non-Creamy Layer).*
3. **Essential Qualification:**  
  
*Degree in Chemistry/Industrial Chemistry  
or  
Diploma in Chemical Engineering / Chemical Technology (Including Petrochemical Technology).*
- 3.1 *Degree/Diploma shall be Government approved/recognized.*
- 3.2 *Diploma holders will be given preference over those with Degree in Chemistry/Industrial Chemistry.*
4. **Experience:**
- 4.1 *Minimum 2 years post-qualification experience in the operation of a large Fertilizer/Chemical/ Petrochemical Plant, as on 01.08.2016.*
- 4.2 *One year **Technician Apprenticeship** training (for those with Diploma in Chemical Engineering/Chemical Technology) in FACT or from other large Fertilizer/Chemical/Petrochemical Plant will be considered as experience, on production of Certificate of Proficiency(COP) along with application.*
- 4.3 *The period of apprenticeship training in FACT under **Apprentice Operator Chemical Plant** (for those with Degree in Chemistry/Industrial Chemistry) will be treated as experience to the extent of apprenticeship training period, on furnishing NAC(National Apprenticeship Certificate) along with application.*

- 4.4 In the absence of sufficient suitable candidates with the prescribed experience of 2 years, we may consider candidates with the prescribed qualifications and one to two years experience on a lower consolidated pay.
5. **Age** : Maximum age limit is 35 years as on 1.8.2016. Candidate should be born on or after 1.8.1981. Relaxable up to 5 years for SC/ST and 3 years for OBC(non-creamy layer) candidates as per rules in this regard. Ex-servicemen will be eligible for relaxation as per applicable rules. For candidates who have successfully completed Apprenticeship as above in FACT, age is further relaxable to the extent of period of apprenticeship.
- 6.1 Since the work involves shift working, only male candidates are eligible to apply.
- 6.2 The post is not identified for Persons With Disability.
7. **Emoluments:**
- 7.1 Consolidated pay :
- 7.1.1 Appointment will be on consolidated pay during the initial 2 years. Consolidated pay per month will be ₹16,000/- during the 1<sup>st</sup> year and ₹17,000/- during the 2<sup>nd</sup> year.
- 7.1.2 Candidates with the prescribed qualifications and one to two years experience, if appointed, will be paid a lower consolidated pay of ₹15,000/- per month during 1<sup>st</sup> year and ₹16,000/- per month during 2<sup>nd</sup> year.
- 7.1.3 Technician (Process) appointed on consolidated pay will not be eligible for any remuneration other than the consolidated pay, and statutory benefits.
- 7.2 Absorption :On successful completion of 2 years on consolidated pay, the appointees shall be assessed through a written test/ interview, and those found suitable will be absorbed in scale of pay of ₹ 9,250-32,000 (wage group XVIII). At the start of the scale, the total of Basic+DA+HRA for a Technician(Process) will be around ₹ 21,000/-per month at the current rates. They will be eligible for Provident Fund, perks like medical reimbursement, accommodation in township, local travel allowance for those maintaining vehicles / transport subsidy, subsidized meals, etc. as per rules. Cost to the Company(CTC) at current rates is ₹ 3.40 lakhs approximately.
- 7.3 Service Agreement Bond: Selected candidates will have to execute a bond to serve the Company for a minimum period of 5 years including consolidated pay period, or to pay as compensation to the Company an amount of ₹ 40,000/-. For SC and ST candidates, the bond amount shall be limited to ₹ 20,000/-. Candidates will have to furnish a surety bond for equivalent amount, to be executed by solvent parents/guardian/reliable surety. The bond shall be backed by Fixed Deposit Receipt from nationalized/scheduled bank or NSC for the corresponding amount in the name of the candidate or surety, valid till end of the bond period, with lien marked to FACT. In the event of an employee under Bond obligation to serve the company for 5 years would like to leave, the liquidated damages as per the above amounts shall be recovered.

**8. Method of Selection:**

8.1 *Selection will be made based on online test, subject to specifications given at 3.2 and 4.5. Select panel valid for 1 year shall be maintained.*

8.2 *On the basis of details and documents given in the application, eligible candidates will be called for an online test (Computer based test) to be held at Kochi, on date that will be notified in our website.*

8.3 *The test will consist of 2 parts. Part I Aptitude & Reasoning, and Part II Subject knowledge. The questions will be multiple-choice, objective type and prepared in English and Hindi. Negative marks will be applicable for wrong answers.*

9. *Ex-employees of FACT Schools who left under VRS during 2004 and are covered under the scheme for employment announced for ex-school staff, will also be considered.*

10. *The selected candidates will have to work in rotating shifts and will be utilized in any of the divisions of the Company. The candidates 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 Govt. 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.*

11. **Application fee** : ₹ 500/- (excluding bank charges for online payment) for Unreserved and OBC (creamy and non-creamy layer) candidates. SC, ST candidates and ex- FACT school staff are exempted from payment of application fee, subject to furnishing documents in proof of eligibility for exemption along with the application (Copy of valid Community certificate in the case of SC/ST candidates).

**12. How to apply:**

12.1 *Application should be submitted in "on-line" mode only. Applications received otherwise will not be considered.*

12.2 *Candidates should visit FACT's website [www.fact.co.in](http://www.fact.co.in) , read the notification and instructions given therein, and open the link for filling the Online Application. Detailed instructions given in the link for submitting online applications shall be followed. Helpline will be available for telephonic support if required in the online process.*

12.3 *Application fee applicable for Unreserved and OBC candidates shall be remitted through electronic fund transfer, as instructed in the link. Any charges applicable for making online payment shall be borne by the candidate. Applications from Unreserved and OBC candidates without the requisite fee will not be entertained.*

- 12.3.1 *SC/ST/OBC-NCL Candidates should upload the scanned copy of their caste/community certificate in English, Hindi or Malayalam, at the appropriate place prompted by the system. In case the certificates are not in English , Hindi or Malayalam, a self-certified translation of the same shall also be scanned and uploaded. OBC(NCL) candidates shall upload a scanned copy of self-declaration in English in the format attached in this website, in addition to the caste/community certificate evidencing OBC-NCL status .Ex-servicemen shall upload copy of service book.*
- 12.3.2 *OBC candidates who belong to “CREAMY LAYER” are not entitled for OBC concession and such candidates have to indicate their category as “General”.*
- 12.3.3 *Once the Category (SC/ST/OBC-NCL/Ex-Serviceman/Gen) has been declared in the application, relaxation/concession /TA etc.applicable for any other category will not be admissible later on.*
- 12.4 *Documents in proof of qualification (degree/diploma certificate) and experience are to be uploaded at the appropriate place prompted by the system. The online application will not be registered unless the candidate’s qualification and experience proof are uploaded.*
- 12.5 *All candidates should upload their photograph and signature at the appropriate place when prompted by the system. The online application will not be registered unless the candidate’s photo and signature are uploaded as per instructions.*
- 12.6 *Once all the details are entered and the documents uploaded, and the candidate gets the prompt that application has been submitted successfully, he will be permitted to take print-out of the submitted application. Email /SMS will be sent to the applicants regarding the status of the application.*
- 12.7 *Candidates may ascertain their eligibility before applying and remitting the application fee. Fee once remitted will not be refunded.*
- 12.8 *Last date for submitting application is **20.9.2016**.*
- 12.9 *Applications submitted online through the website of The Fertilisers and Chemicals Travancore Ltd.,Udyogamandal [www.fact.co.in](http://www.fact.co.in) only will be considered. Applications submitted through any other mode will not be entertained and will be summarily rejected.*

### **13. General:**

- 13.1 *Evidence of experience claimed by the applicant shall be in the form of experience certificate issued by previous employer/s, stating type and nature of firm ( ie., whether public sector, joint venture , subsidiary company , private sector etc.) and areas of business of the firm, areas and duration of experience of the candidate. Posts held by the applicant with duration, and details of work done in each post shall be specified in the experience certificate. In the absence of comprehensive experience certificate/s from the employer/s as above, other suitable documents shall be furnished to prove eligibility in all respects of experience.*

- 13.2 *Candidates should possess a valid e-mail ID. Candidates are advised to keep the e-mail ID (to be entered compulsorily in the online application form) active for at least one year. No change in the e-mail ID given in the online application will be allowed once application is submitted online. All future correspondence with candidates shall be done through the email ID given in the online application only. 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.*
- 13.3 *Once online application is submitted, request for change of Mailing address/ e-mail ID/ category/ as declared in the online application will not be entertained.*
- 13.4 *On the basis of the details given in the application, and documents to prove eligibility, candidates will be called for online test. Hall Tickets will be generated online and eligible candidates shall download their Hall Tickets from our website as per instructions, between dates that will be notified in our website. Candidates shall carry the Hall Ticket and one of the following valid photo identification card in original viz. Electoral id, Passport, Aadhar card, or Drivers license, while reporting for the Online test. Candidates reporting without the downloaded hall ticket and id proof shall not be allowed to take the test.*
- 13.5 *Candidates presently employed in Central/State Govt. departments/ PSUs / Autonomous bodies with Govt participation, etc., if selected, shall furnish No Objection Certificate and release letter including conduct certificate from the present employer before being allowed to join. Please ensure that requisite approvals are taken before application.*
- 13.6 *Candidates presently employed in private sector shall produce release letter including conduct certificate from the employer before being allowed to join.*
- 13.7 *Candidates who had taken voluntary retirement / resigned/terminated from FACT are not eligible.*
- 13.8 *Candidates should keep at least 6 copies of the photograph used for the online application, till the end of the selection process. Candidates shall use the same photograph wherever required in this selection process.*
- 13.9.1 *Eligibility for calling for the test will be based on the details furnished in the application , declaration made by the candidates and copies of documents furnished to prove eligibility. The documents submitted will be verified against originals to be submitted when called for. Those who fail to furnish original documents or do not meet the requirements as to age, qualification, eligibility, experience, reservation status, etc. on verification of the original documents, will not be considered for selection. Being called for the test , appearing for the test, or qualifying in the test will not bestow any right on the candidates for selection or appointment.*

- 13.10 *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.*
- 13.11 *Relaxations / Reservations are applicable as per Government Directives. In the case of candidates under the reserved category, Caste / Community certificate as per the respective format prescribed by the Government (appended in this website for reference) shall be submitted to the Company in original before joining, failing which candidature is liable to be rejected. Please note that the Caste / Community certificate shall be issued by competent authority not below the rank of Tahsildar. The OBC (Non-Creamy Layer) Certificate furnished before joining, shall be one issued after the date of appointment order.*
- 13.12 *Appointment will be subject to the candidate being medically fit as per the Standards prescribed for the post by the Company. Every candidate who is offered appointment shall be required to obtain medical fitness certificate before being considered for appointment to the Services of the Company. The opinion of the Medical Officer authorized by the Company in this regard shall be final.*
- 13.13 *The decision of FACT about the mode of selection, number of Posts, eligibility condition, shortlisting of candidates etc., shall be final and binding. No correspondence will be entertained in this regard. The Company reserves the right to fill or not to fill all or any of the above positions without assigning any reason whatsoever.*
- 13.14 *The Company reserves the right to debar/disqualify any candidate at any stage of selection proceedings for any reason whatsoever. The Company's decision shall be final in this regard.*
- 13.15 *Any further notifications including any corrigenda regarding this recruitment will be published in FACT's website. Candidates are required to check web-site **www.fact.co.in** and candidate's email/SMS regularly to obtain updates on this selection process like any amendments, notifications, instructions to candidates, dates for downloading of hall tickets , date of online test etc. **These will not be published in newspapers.***
- 13.16 *Any canvassing directly or indirectly by the applicant will disqualify his candidature.*
- 13.17 *Any dispute with regard to recruitment against this advertisement will be settled in courts within the jurisdiction of Kochi only.*

*DEPUTY GENERAL MANAGER (HR)*  
The Fertilisers and Chemicals Travancore Ltd.

*Udyogamandal*  
**30.8.2016**