



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

Recruitment Notification No. 03/2025 dated 17.05.2025

THE FERTILISERS AND CHEMICALS TRAVANCORE LTD., a multi-divisional Central PSE, and 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 preparation of panel for engagement **on temporary contract basis** in FACT ENGINEERING AND DESIGN ORGANISATION (FEDO) or in any projects of FACT/ FEDO against posts listed below:

Posts & Specification

Post Code	Post	Specification
1	Engineer (Chemical)	Degree in Chemical Engineering / Petrochemical Engineering / Chemical Technology / Petrochemical Technology / Petroleum Refining & Petrochemical Engineering / Polymer Technology with minimum one/two/three/five years post qualification experience of operation in Fertiliser / Refinery / Oil & Gas / Petrochemicals / CBG (Compressed Biogas) plants.
2	Engineer (Mechanical)	Degree in Mechanical Engineering with minimum one/two/three/five years post qualification experience in construction projects. ASNT NDT certification shall be added advantage.
3	Engineer (Electrical)	Degree in Electrical / Electrical & Electronics / Electrical & Instrumentation Engineering with minimum one/two/three/five years post qualification experience in construction projects.
4	Engineer (Instrumentation)	Degree in Instrumentation / Instrumentation & Control / Electronics & Instrumentation / Electrical & Instrumentation Engineering with minimum one/two/three/five years post qualification experience in construction projects
5	Engineer (Civil)	Degree in Civil Engineering with minimum one/two/three/five years post qualification experience in construction projects.
6	Safety Officer	Degree in Fire & Safety Engineering with minimum one/two/three/five years post qualification experience in safety in Fertiliser / Chemical / Petro Chemical / Oil & Gas Sector industries or Project/ construction site in these industries.
7	Resident Construction Manager (RCM)	Degree in Civil Engineering with minimum 5/8/10 years post qualification experience at site in construction projects.

**Note:**

- a. Merit lists for each post will be prepared separately for UR, SC, ST, OBC and EWS categories and therefore candidates belonging to all categories are encouraged to apply
- b. Candidates at Post Code 1 to 7 shall be willing to work at Site based on project requirements.
- c. Relevant date to determine eligibility on experience, age is **01.05.2025**.
- d. Only post qualification experience will be considered for all posts. Candidates shall submit along with application, experience certificate showing experience in the relevant field and those who are presently working shall submit sufficient proof of employment in the relevant field to the satisfaction of Management, without which such experience (s) will not be counted.
- e. Candidate wishing to apply for more than one post shall submit separate online applications and send separate applications along with connected documents to HR Departments for each of such posts.
- f. Engagement from the panel will be at the discretion of Management, subject to requirements in projects and so forth, and reservation rules.
- g. Interested candidates from the panel may be considered for engagement for periods of **shorter duration, or for projects outside Kerala State**, based on requirements of the Company on terms fixed by the Company for such engagement.
- h. Candidates will be allowed to apply for one or more of the specified experience levels (e.g., 1 year and/or 2 years and/or 3 years and/or 5 years and/or 10 years), and the Candidates are required to indicate their preference of experience against which their application can be considered. Candidates will be considered only for the specific experience level(s) they have preferred in the application. For instance, candidates who opt for the 3 year and 5-year experience with all the required documents will be considered for positions requiring 3 and 5 years of experience, and similarly for other categories.

General terms and conditions for appointment

1. Maximum Age of candidate for each post as on 01.05.2025 is as mentioned below:

Post	Maximum Age	Remarks
Engineer / Safety Officer (Post Code 1 to 6)	35 Years (Born between 01.05.1990 and 30.04.2007)	Relaxation in maximum age limit is permissible for reserved posts as per government directives.
Resident Construction Manager (Post Code 7)	45 Years (Born between 01.05.1980 and 30.04.2007)	

Std X certificate having date of birth shall only be considered as proof of date of birth



2. Remuneration for the posts will be as follows:

Post Code	Consolidated Pay	Maximum Consolidated Pay (See note below)
Engineer / Safety Officer (1Yr experience) (Post Codes 1 to 6)	Rs.31930/- per month	Rs.37000/- per month
Engineer / Safety Officer (2Yrs experience) (Post Codes 1 to 6)	Rs.32890/- per month	Rs.38110/- per month
Engineer / Safety Officer (3Yrs experience) (Post Codes 1 to 6)	Rs.33880/- per month	Rs.39260/- per month
Engineer / Safety Officer (5 Yrs experience) (Post Codes 1 to 6)	Rs.35940/- per month	Rs.41,660/- per month
Resident Construction Manager (5 Yrs experience) (Post Code 7)	Rs.43000/- per month	Rs.47000/- per month
Resident Construction Manager (8Yrs experience) (Post Code 7)	Rs.46990/- per month	Rs.51370/- per month
Resident Construction Manager (10 Yrs experience) (Post Code 7)	Rs.49860/- per month	Rs.57830/- per month

Note: 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 minimum experience given under 'Specification' of each Post, subject to the maximum consolidated pay indicated.

- The engagement will be for a term of one year or till the completion of project on which a candidate is engaged, whichever is earlier. The contract is renewable at the discretion of the 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.
- An annual increase of 3% on applicable consolidated pay will be paid, subject to renewal of contract engagement. 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.
- Reservation will be applicable as per Government Directives. EWS candidates shall submit EWS certificate of relevant year (income of 2024-25). 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.
- 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.
- Only full time regular courses will be considered for the prescribed educational qualification specified under the specifications. 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.



8. 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.
9. Candidates will be required to undergo pre-employment medical examination and those certified fit by the Company's Medical Officer will only be offered appointment. The engagement will be subject to the candidate being fit and continuing to be fit as per the standards prescribed by the Company. No relaxation in Medical/Physical standards will be allowed. The opinion of the Company Medical Officer in this regard shall be final.
10. Engagement under this notification is only for fixed term against specific projects 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.
11. Selection will be based on interview. 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.
12. 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.
13. 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.
14. Candidates who are already employed and being engaged in FACT as work charged employees in a particular project shall not be considered for appointment from a new merit panel, irrespective of their position in such merit panel. Such Candidates can only be considered against any requirements for which postings are to be made after the completion of their requirement in the existing project/job they have been already recruited for, and subject to reservation rules.
15. 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 03/2025. The following shall be ensured while submitting the application through Online method.
 - a. All necessary data shall be filled in the Online Forms as prescribed.
 - b. Application Form in the prescribed format (seen as "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), HR Department, FEDO Building, FACT, Udyogamandal, PIN – 683501** 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 26.05.2025**.

Step 1	Step 2
Submit Online Form and upload Application Form prescribed on or before 4.00 PM on 26.05.2025	Send the original Application Form uploaded with all relevant certificates / documents by Speed Post / Registered Post so as to reach us on or before 02.06.2025

f. Envelope containing the application shall be super scribed with “Application for the post of () - Ad.03/2025”.

g. Application received by post without submitting Online Form and Online Form submitted without uploading prescribed Application Form or not receiving Application by post or Application received late, will not be considered.

16. 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.
17. 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.
18. Applications and all connected documents of those applicants not included in the Panel will not be retained for more than one year and all documents related to this selection shall be preserved only for a period of two years from the date of publication of panel.
19. 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)