

BRAHMAPUTRA VALLEY FERTILIZER CORPORATION LIMITED

(A Government of India Undertaking)

Corporate Office, Namrup,

P.O. Parbatpur, Dist. Dibrugarh, Assam: PIN-786623

FAX- 0374 2500317: e-mail: info@bvfcl.co.in

Brahmaputra Valley Fertilizers Corporation Limited (BVFCL) was incorporated on 5th April 2002. A schedule 'B' CPSE under the administrative control of Ministry of Chemicals and Fertilizers, Department of Fertilizers, Government of India, it is the first plant of its kind in India to use associated natural gas as basic raw material for producing nitrogenous fertilizer. Presently BVFCL is in the expansion mode and has various new projects on the anvil.

The company invites applications from Indian nationals for the following posts **on Fixed Term Contract (FTC) Basis for a period of 2 years:**

S. No.	Post	Scale of Pay (Rs.)	Max. Age as on 01.03.2026	Job Specification	Qualification & Experience as on 01.03.2026
1.	Sr. Manager (Fin) (01 post)-UR	32900-3%-58000 Approx annual CTC Rs. 17.90 lacs	51 yrs	The incumbent will be responsible for all financial activities of the Corporation, including financial accounting & Budgetary Control, Costing & Pricing, Finalization of Company Account, Taxation, Audit, Familiarity with Cash Credit Procedures, Purchase and Store Accounts, Capital Expenditure Control, Accounting of Marketing Function, Liaisoning with Financial Institutions & Government Bodies.	Graduate with CA or ICWA with minimum 12 years Post professional qualification executive experience inline in a PSU/large Private Sector Organization out of which 04 Years should be in a Managerial Position. The incumbent should have experience at middle level Position with proven knowledge of latest financial procedures & laws. Knowledge of SAP is desirable.
2.	Dy. Manager(Fin) (01 post)-UR	24900-3%-50500 Approx annual CTC Rs. 13.56 lacs	48 yrs	The incumbent will be responsible for performing all financial jobs of the Corporation, including financial accounting & Budgetary Control, Costing & Pricing, Taxation, Audit, Cash Credit Procedures, Purchase and Store Accounts etc.	Graduate with CA or ICWA with minimum 08 Years Post professional qualification executive experience inline in a PSU/Large Private Sector Organization with proven knowledge of latest financial procedures & laws. Knowledge of SAP is desirable.
3.	Officer (Fin) (02 posts) 1=UR 1=OBC	16400-3%-40500 Approx annual CTC Rs. 8.94 lacs	40 yrs	The incumbent will be responsible for performing all financial jobs of Corporation, including financial accounting & Budgetary Control, Costing & Pricing, Taxation, Audit, Cash Credit Procedures, Purchase and Store Accounts etc.	Graduate with CA or ICWA with minimum 03 years post professional qualification executive experience inline in a PSU/large Private Sector Organization with proven knowledge of latest financial procedures & laws. Knowledge of SAP is desirable.
4.	Safety Officer (01 post)-UR	16400-3%-40500	40 yrs	The incumbent will be responsible for the operations and system	Full time B.E/B.Tech in Fire Engineering with 03 years post qualification

13/3/24

		Approx annual CTC Rs. 8.94 lacs		maintenance jobs of the Safety Department.	executive experience in Safety in a PSU/ a large Private Sector Industry. Physical standards: No deformity. Height: 165 cm(minimum), weight: 50KG(minimum), Chest:81cm (minimum), 86 cm (expanded) Height and chest relaxable by 5 cms in case of North-East people, Garhwalls, Gorkha. Vision 6/6 without wearing glasses or any other aid. Night or colour blindness shall be a disqualification.
5	Engineer (Prod) 10 posts: 4=UR 2=OBC 2=SC 1=ST 1=EWS	16400-3%-40500 Approx annual CTC Rs. 8.94 lacs	40 yrs.	The incumbent will responsible for operation of Plant. He will be also required to perform implementation of effective cost control measures in operation and implementation of technological development relevant to production activities.	Essential: Full time B.E/B.Tech Degree in Chemical Engineering with 03years post qualification executive experience in line in a PSU/ a large Private Sector Chemical Industry. Desirable: Preference will be given to candidate having in line experience in Fertilizer & Chemical Industries.
6	Engineer (Mechl) 04-Posts: 2=UR 1=OBC 1=SC	16400-3%-40500 Approx annual CTC Rs. 8.94 lacs	40 yrs.	The incumbent will responsible for overall maintenance jobs related to various sections of Mechanical Department pertaining to static and moving equipments/ machineries etc. He will also be required to perform for effective implementation of various cost control measures and technological developments relevant to mechanical maintenance.	Essential: Full time B.E/B.Tech Degree in Mechanical Engineering with 03years post qualification executive experience in line in a PSU/ a large Private Sector Process Industry. Desirable: Preference will be given to candidate having in line experience in Fertilizer&Chemical Industries.
7	Engineer (Instt) 02-Posts 1=UR 1=OBC	16400-3%-40500 Approx annual CTC Rs. 8.94 lacs	40 yrs.	The incumbent will be responsible for overall maintenance jobs of instrumentation Department in the Plant. He should have exposure to various maintenance aspects of the plant under DCS and PLC System	Essential: Full time B.E/B.Tech Degree in Instrumentation/ Electronics & Instrumentation / Electronics & Communication/ Electronics & Comm. with 03years post qualification executive experience in line in a PSU/ a large Private Sector Process Industry. Desirable: Preference will

2
13/3/20

					be given to candidate having in line experience in Fertilizer & Chemical Industries.
8	Engineer (Civil) 01-Post=UR	16400-3%- 40500 Approx annual CTC Rs. 8.94 lacs	40 yrs.	The incumbent will be responsible for overall activities related to Civil construction, maintenance of buildings and roads, Civil Projects, Sanitary and Fire water line maintenance, tendering , etc.	Essential: Full time B.E/B.Tech Degree in Civil Engineering with minimum 03 years post qualification experience in RCC & Steel Structure, Construction & maintenance of building and roads, Civil Projects, Sanitary and Fire water line maintenance, tendering , etc. from a PSU/ large Private Sector Industry. Desirable: Preference will be given to candidate having experience in Fertilizer & Chemical Industries and Refineries.
9	Dy. Mgr (HR) 01 post = UR	24900-3%- 50500 Approx annual CTC Rs. 13.56 lacs	48 yrs	The incumbent shall be responsible for the jobs of HR Department including recruitment and selection, pay fixation, performance management system, handling grievances, disciplinary proceeding, Trade Union negotiations, Statutory Compliances, Welfare activities, etc.	Essential: Full time MBA / Post Graduate Degree or Diploma of two years duration in Personnel Management & Industrial Relations / Labour & Social Welfare from a recognized University / Institute having at least 08 years post professional qualification executive experience in line in a PSU/ a large Private Sector. Desirable: Preference will be given to candidate having degree in law.
10	Officer (HR) 01 Post=UR	16400-3%- 40500 Approx annual CTC Rs. 8.94 lacs	40 yrs.	The incumbent shall be responsible for the jobs of HR Department including recruitment and selection, pay fixation, performance management system, handling grievances, disciplinary proceeding, Trade Union negotiations, Statutory Compliances, Welfare activities, etc.	Essential: Full time MBA / Post Graduate Degree or Diploma of two years duration in Personnel Management & Industrial Relations / Labour & Social Welfare from a recognized University / Institute having at least 03 years post professional qualification executive experience in line in a PSU/ a large Private Sector. Desirable: Preference will be given to candidate having degree in law.

12/3/20

NB: UR- Unreserved, SC –Scheduled Caste, ST- Scheduled Tribe, OBC (NCL)- Other Backward Class (Non- Creamy Layer), EWS- Economically weaker section, PwBD- Persons with benchmark disabilities, Ex-SM- Ex- serviceman. Reservation criteria are as per Govt. of India directives.

*Against the vacancy in HR and Finance discipline, PwBD candidates in the category of Orthopedically Handicapped (OH), Partially Blind (PB) and Partially Deaf (PD) may also apply.

A. Apply online:

i. Candidates are required to apply ONLINE ONLY providing details regarding age, date of birth, qualification, division and percentage of marks obtained, years of passing and respective School/ College/ University, work experience including position held if any, name of employers with address, nature of duties, period of service, scale of pay, salary drawn and other requisite information/ declaration. Only Indian Nationals are eligible to apply.

Candidates are also required to upload the scanned copy of following documents, in the prescribed format and size, failing which their application shall be summarily rejected:

- a) Matriculation Certificate/ Secondary School Certificate for age proof;
- b) Marks sheet all semesters & Degree certificate, as applicable, for proof of educational qualification;
- c) Self attested copy of valid Caste(SC/ST/OBC-Non Creamy Layer)/ PwBD certificate from Competent Authority (wherever applicable)
- d) Divyang/ PwBD certificate, if applicable
- e) Experience Certificates clearly indicating date of joining and relieving, nature of duties, and position held;
- f) ID proof issued by Government authority (PAN/ Passport/ Voter Card/ Aadhaar Card/ Driving License).

ii. Candidates fulfilling the prescribed eligibility criteria should apply only through BVFCL website : www.bvfcl.com. No other means/mode of application shall be accepted. The relevant link for submission of online application will be available from **16: 30 hours on 13.03.2026** on BVFCL website www.bvfcl.com →Apply online. Submission of application will be allowed on the website upto **17:30 hours on 16.04.2026**, unless modified by BVFCL at its sole discretion. Procedure for applying online is summarized in Clause No.B of this advertisement.

iii. The candidates should ensure that the details entered in online application are correct and complete. No modification shall be permitted after final submission of the application. On successful submission of duty filled-in application and payment of the prescribed application fee (where applicable), candidate shall be required to download the system-generated Application Form bearing a unique registration number for future reference.

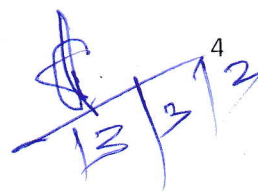
B. How to apply:

1. Before applying the candidates should ensure that they fulfill all the eligibility norms specified in this advertisement. Their registration will be provisional and eligibility will be verified at the time of shortlisting/document verification/interview or at any subsequent stage. Mere issuance of call letter for appearing in interview shall not imply acceptance of candidature. Candidature is liable to be rejected at any stage of recruitment process or even after joining, if any information provided by the candidate is found to be false, misleading, suppressed, or not in conformity with the advertised eligibility criteria.

2. Eligible and interested candidates would be required to apply online only through BVFCL website: www.bvfcl.com

3. Before registering their application on the website, the candidates should ensure availability of the following:

- i. Valid and active e-mail ID, which should remain valid for at least one year, as all future communication shall be made only through e-mail;
- ii. Latest passport size photograph with white background of size 140X160 kb (jpg or jpeg file only upto 50 Kb) as well as clear photograph of signature in white background of size 90 X 120 Kb (jpg or jpeg file only upto 50 Kb) for uploading with the Application Form.
- iii. Supporting documents as detailed in Clause A(i) above, for uploading in jpg or jpeg or pdf file only upto 100 Kb each.



- iv. For payment of Application Fee of Rs 200/-, candidates belonging to "UR", "OBC" and "EWS" categories shall pay through online modes only, i.e. internet banking or credit/debit card.
- v. The registration form is available on following path: www.bvfcl.com – Apply online.

C. Age limit:

The maximum age limit mentioned is applicable to the UR category. Age relaxations for SC/ST/OBC/PwBD candidates will be provided as per Government of India guidelines.

D. Reservation:

1. Reservation of posts for SC/ST/OBC (non-creamy layer)/PwBD candidate shall be as per the Government of India directives.
2. Candidates belonging to SC/ST/OBC are required to submit attested copies of their valid caste/tribe certificates in the prescribed format as per Government of India and issued by the Competent Authority indicating clearly the candidate's caste, the Act/ Order under which the caste is recognized as SC/ST/OBC, the village/ town the candidate is ordinarily a resident of and other details, as necessary.
3. The OBC (Non-creamy layer) candidates shall have to submit the requisite latest caste certificate as per format prescribed by Government of India and issued in the current financial year by the Competent Authority which would amongst others, specifically mention that the candidate(s) do not belong to the persons/sections(creamy layer). OBC candidates not submitting the 'non-creamy layer' certificate will not be entitled for relaxation/concession and such candidates will have to indicate their category as "General".
4. For claiming the benefit of Persons with Benchmark Disabilities, candidates must produce Medical Certificate issued by a Medical Board duly constituted by the Central or a State Government India / attached to the special Employment Exchange/Vocational Rehabilitation Centre for PwBD or Head of concerned Department of a Government Civil Hospital satisfying the prescribed disability criteria of 40% or above.

C. Selection Process:

Selection of all positions advertised above shall be through Personal interview only. However, depending upon the number of applications received, BVFCL reserves the right to adopt suitable shortlisting criteria, conduct screening tests, written tests, skill/trade tests, or raise minimum eligibility standards, as deemed fit.

D. General Information and instructions:

1. The posts advertised are purely contractual in nature. The initial period of contract/engagement shall be for a period 2 years, extendable by a further two (2) years only, subject to satisfactory performance, workload requirement, and at the sole discretion of BVFCL Management. The concerned person shall have no right to claim any extension.
2. This engagement shall not confer any right for regular/permanent employment. The present engagement is not against any permanent vacancy and will not entitle any candidate to claim for regular/permanent employment in future or to claim any other benefit of a regular employee.
3. The tenure will come to an end automatically on completion of two years from the date of joining, without any further notice, unless the same is extended for a further period of 2 years subject to the fulfillment of the conditions set out above. Under no circumstances shall the contractual engagement exceed four (4) years from the date of joining. The engagement shall automatically terminate upon completion of the tenure without any further notice.
4. The contractual engagement may be terminated by either party at any time during the tenure by giving one month's notice or payment of the Basis Pay+ DA components in the Consolidated Remuneration in lieu of thereof.



5. Essential qualifications as specified must be from any UGC-recognized Indian Universities/Deemed Universities or AICTE-approved Autonomous Institutions/Statutory Authorities, as applicable. Qualifying degree/ diploma should be full time and regular. Qualifications acquired through distance learning mode shall not be considered. In case of qualifications acquired from foreign Universities/ Institutes, the candidate shall be required to produce an equivalence certificate for such qualification issued by competent authorities.
6. Wherever CGPA/OGPA/DGPA or letter grade in a degree is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by University/Institute. The documentary proof in support of the same must be submitted at the time of verification. Where no norms have been specified, the CGPS/OGPA will be presumed to have been provided on a 10-point scale.
7. Against the unreserved posts, SC/ST/OBC/PwBD/Ex-SM/EWS candidates may be considered under general standard of merit against the said post provided no relaxation is availed by them at any stage.
8. BVFCL reserves the right to relax eligibility criteria in case of exceptionally deserving candidates, or to offer appointment against lower post if the candidate is not found suitable for the advertised/applied post.
9. Candidates employed in Govt. Department/PSUs/Autonomous Bodies shall either apply through proper channel or shall produce "No Objection Certificate" (NOC) from their present employer at the time of interview.
10. Candidates employed with Govt. Department/PSUs/Autonomous Bodies must possess at least one year experience in the immediate next lower pay scale, wherever applicable.
11. In case of candidates from private organizations, the CTC should be equivalent to the advertised post or more for meeting eligibility.
The CTC details for the aforesaid mentioned posts is as under :-

S.No.	Name of the post	CTC in Rs. (approx.)
1	Sr. Manager (Fin)– (E-5)	Rs. 15.84 Lacs
2	Dy. Manager (Fin) –(E3)/ Dy. Manager (HR)-(E3)	Rs. 11.23 Lacs
3	Officer (Fin) / Officer (HR) / Safety Officer/ Engineer (E1)	Rs. 6.89 Lacs

12. Mere fulfillment of the prescribed eligibility criteria shall not entitle any candidate to be called for interview. The prescribed qualifications and experience constitute only the minimum standards. BVFCL reserves the right to restrict the number of candidates to be called for interview by adopting suitable short-listing norms and/or to raise the minimum eligibility standards, depending upon the number of applications received. Management of BVFCL also reserves the right to fill or not to fill all or any of the notified positions without assigning any reason thereof. Only those candidates who are shortlisted and found apparently eligible based on the notified specifications and the declarations made in the application form shall be called for interview.
13. BVFCL reserves the right, if deemed necessary, to conduct screening tests, written tests, skill/trade tests, or any other selection methodology in order to restrict the number of candidates to be called for interview.
14. BVFCL would be free to reject any application at any stage of the recruitment process, if the candidate is found ineligible for the post for which he/she has applied. The Application fee paid by ineligible candidates shall be forfeited. No correspondence shall be entertained in this regard.
15. Out station candidates called for interview shall be reimbursed single to and fro rail fare in AC-II tier by the shortest rail/road route on production of Railway/Bus ticket.
16. Posting of selected candidates shall initially be at the Registered Office of the Corporation, Namrup; however, their services shall be liable to be posted or transferred to any unit, site, office, or location of BVFCL as per the requirement of the Corporation.
17. Canvassing by a candidate in any form at any stage will result in cancellation of the candidature.

13/12/21 6

18. BVFCL reserves the right to change the number of vacancies, restrict / modify / cancel the recruitment process at any stage without assigning any reason.
19. No modification is allowed after the candidate submits the application form. If any discrepancy is found in the online data filled in by the candidate and that of the original documents, the candidature shall be rejected.
20. Candidates must maintain a valid e-mail ID and mobile number for at least one year. No change shall be permitted after submission.
21. No correspondence will be entertained regarding non-calling of candidates for the selection process or for non-selection. The decision of BVFCL in this regard will be final and binding on all the candidates. The result of selection process will be displayed only on official website www.bvfcl.com and candidates are advised to visit the website from time to time.
22. Application registered without complete documents in support of eligible criteria, or where the eligibility cannot be ascertained by the uploaded documents, including cases of blurred, faded, or illegible documents, shall be summarily rejected. Subsequent claims for eligibility will not be entertained.
23. Verification of all documents shall be made with the original certificates and/or issuing authorities at any stage. Submission of false or misleading information shall lead to cancellation of candidature or termination of engagement.
24. If at any stage it is found that a candidate has furnished false information, suppressed any material fact, or secured employment through unfair means, such candidature shall be cancelled forthwith, and if already engaged, the contractual engagement shall be liable to termination without any notice.
25. The decision of the Management of BVFCL in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, conduct of interview/selection process, and engagement of candidates shall be final and binding. No correspondence or personal enquiries shall be entertained in this regard.
26. Candidates should submit only one application for one post.
27. Any dispute arising out of this recruitment shall be subject to the jurisdiction of courts of Dibrugarh only.
28. Any corrigendum related to this advertisement shall be displayed in the Corporation's official website www.bvfcl.com
29. Candidates must be in service/employment as on the cut-off date specified in the advertisement.

Important Dates:

Sl. No.	Particulars	Date
1.	Start date of submission of applications	13.03.2026
2.	Last date of submission of applications	16.04.2026
3.	Cut-off date for calculating age and experience	01.03.2026

Online registration for the above posts opens on 13.03.2026 from 16:30 hrs and closes on 16.04.2026 until 5:30 pm

BVFCL doesnot assume any responsibility for the candidates not being able to submit their applications within the last date/time

Other Terms and Conditions for Engagement on Fixed Term Contract (FTC) basis:

These terms are in addition to those contained in the advertisement for the post(s).

1. Nature & Period of Engagement:

- 1.1. The engagement shall be on fixed term contract (FTC) basis for a period of two(2) years from the date of joining.

Handwritten signature and date: 13/3/26

- 1.2. Based on performance and organizational requirements, the management may extend the contract for a further period, subject to total tenure of maximum four (4) years. Extension shall not be automatic and cannot be claimed as a matter of right.
- 1.3. This engagement is purely contractual and is not against any permanent post. It does not confer any right to regularization, permanent employment, promotion, incentive, or placement in any higher grade or scale.
- 1.4. The candidate shall not claim parity with regular employees in any respect, except to the extent specifically provided under rules applicable to Fixed Term Contract employees.
- 1.5. The contract shall automatically expire upon completion of the agreed term unless extended in writing by the Corporation. No Notice or Compensation shall be payable upon such expiry.

2. Remuneration and benefits:

- 2.1. The employee shall receive starting Basic Pay of corresponding scale as advertised and fixed dearness allowance @ 233.20% of basic and other admissible wage components as per rules governing Fixed Term employment.
- 2.2. The employee shall be entitled to statutory benefits and leave as per applicable labour laws and Corporation rules
- 2.3. Allowance, perks and non-statutory benefits applicable to regular employees shall apply only if specifically extended to Fixed Term employees under prevailing policies.
- 2.4. All payments shall be subject to applicable statutory deductions and taxes
- 2.5. Statutory benefits including gratuity where applicable under law shall be governed strictly by the relevant stator provisions

3. Working Hours & Attendance:

- 3.1. Working hours and working days shall be the same as those applicable to regular employees / officers, including requirement to work beyond normal hours in case of exigencies.
- 3.2. The employee shall not leave headquarters without prior permission of the reporting authority.
- 3.3. Weekly offs and holidays shall be as applicable to regular employees under Corporation rules.

4. Performance, Conduct and Termination:

- 4.1. Performance shall be reviewed periodically
- 4.2. The Corporation may terminate the contract in accordance with applicable terms in cases including, but not limited to:
 - Unsatisfactory performance
 - Misconduct or breach of instructions
 - Suppression or misrepresentation of material information
 - Criminal conviction
 - Conduct bringing the Corporation into disrepute
- 4.3. The employee may resign by giving one (1) month's prior written notice. In lieu of Notice, salary equivalent to the notice period may be recovered as per rules
- 4.4. The Management may withhold acceptance of resignation if disciplinary proceedings are pending or contemplated
- 4.5. The employee shall maintain integrity, devotion to duty and safeguard Corporation property and interests at all times
- 4.6. The Corporation may terminate the contract by giving one (1) month's notice or salary in lieu thereof, except in cases of misconduct, suppression of material facts or serious breach where termination may be immediate
- 4.7. The Corporation deserves the right to discontinue the engagement in the event of abolition of post, restructuring, closure or reduction of work requirements.

5. Confidentiality & Exclusivity:

- 5.1. During the term of engagement, the employee shall not undertake any other employment or assignment without prior written permission.
- 5.2. The employee shall not disclose, use, copy or retain any confidential, proprietary or sensitive information obtained during engagement except for official purpose.
- 5.3. This confidentiality obligation shall survive termination of the contract.
- 5.4. For a period of two (2) years after cessation of engagement, the employee shall not solicit clients with whom he/she had direct dealings during the contract, nor entice employees of the Corporation.
- 5.5. Upon termination or expiry of the contract, the employee shall immediately return all property, documents, records, identity cards, equipments and materials belonging to the Corporation.

- 5.6. The Corporation reserves the right to monitor use of its IT systems and communication facilities in accordance with applicable policies and law.

6. Verification & Pre-Engagement Conditions:

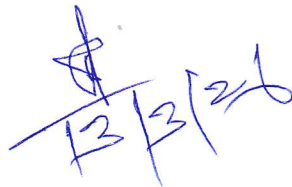
- 6.1. Engagement is subject to verification of antecedents, credentials, and character including police verification where required.
- 6.2. If any declaration or information furnished is found false, suppressed, or misleading, the engagement may be terminated without notice.
- 6.3. The candidate must produce original certificates (with attested copies) for verification before joining. Failure to do so shall result in cancellation of the offer.
- 6.4. Engagement is subject to medical fitness certification by the authorized medical officer of the Corporation.
- 6.5. Where applicable, SC/ST/OBC (Non-Creamy Layer) certificate shall be verified. If found false, the engagement shall be terminated and action may be taken as per law.

7. Posting, Facilities & Accommodation:

- 7.1. The employee may be posted at any office or location of the Corporation in India at the discretion of the Management.
- 7.2. Subject to availability, the Company accommodation may be provided on prescribed terms and conditions as per applicable rules of the Corporation.
- 7.3. Canteen and similar facilities may be extended as per applicable policies.

8. Governance & Jurisdiction:

- 8.1. The engagement shall be governed by the Corporation's rules, policies, and instructions applicable to Fixed Term employees, as amended from time to time.
- 8.2. Any dispute arising out of this engagement shall be subject to the jurisdiction of courts at Dibrugarh.
- 8.3. The decision of the Management in matters relating to eligibility, selection and engagement shall be final and binding.


13/3/21