

THE FERTILISERS AND CHEMICALS, TRAVANCORE LTD.

Requires Management Trainees in the following disciplines:

Category	Discipline	Number of Posts				
		UR	SC	ST	OBC	TOTAL
1	Chemical	6	--	1	1	8
2	Mechanical	5	1	--	4	10
3	Electrical	3	--	--	1	4
4	Instrumentation	--	1	--	1	2
5	Civil	--	1	--	--	1
Total						25*

***The above number may be increased at the option of The Fertilisers and Chemicals Travancore Ltd.**

CONSIDERING THE LIKELIHOOD OF INCREASING THE NUMBER OF POSTS, CANDIDATES BELONGING TO UNRESERVED CATEGORY AND THOSE BELONGING TO RESERVED COMMUNITIES MAY APPLY AGAINST ALL THE DISCIPLINES. RESERVATION RULES AS PER PRESIDENTIAL DIRECTIVES SHALL BE APPLICABLE FOR THE NUMBER OF POSTS FINALISED.

1 Essential Qualification:

- 1.1 Bachelors Degree in Engineering/Technology in respective discipline from a University/Institute recognized by AICTE with minimum of 60% marks in the qualifying examination (50% for SC/ST Candidates).
- 1.2 Wherever CGPA/OGPA or letter grade is awarded, the candidate shall indicate the equivalent percentage of marks.
- 1.3 Candidates awaiting results of qualifying examination may also apply. However, they should produce the marklist at the time of interview/Group Discussion or in March 2012 whichever is later, failing which their candidature will not be considered, even if they clear the written test.
- 1.4 Reservation eligibility of candidates shall be as per applicable rules in vogue and based on documents evidencing the same.

2. Maximum Age limit: 26 years as on 01.12.2011. Relaxable upto 5 years for SC/ST, 3 years for OBC and 10 years for Persons with physical disability (PWD) as per rules for reserved categories. Further relaxation in age by 2 years for post graduates in Engineering/Technology.

Internal candidates - Relaxation shall be given to the extent of actual period of service as a permanent employee in FACT. Training period leading to permanent employment will be counted as period of permanent employment. An employee shall be counted as permanent employee only if he/she has completed the training period and has been posted as permanent employee. However, employees due for superannuation before June 2017 shall not be eligible to apply.

3. **Method of Selection:** Selection will be made based on written test, group discussion and interview.

On the basis of details given in the application, all eligible candidates will be called for a written test of three hours duration to be held at New Delhi, Hyderabad, Chennai and Kochi on **date that will be notified in our website**. Management reserves the right to cancel any of the centres if sufficient number of candidates are not available in that centre and in that event candidates will be directed to take the examination at any of the other centres.

The test will consist of 2 parts. Part 1-Management Aptitude consisting of Aptitude, General English and General Knowledge and Part 2-Technical Aptitude in the respective discipline. The questions will be multiple-choice, objective type and prepared in English. Based on the test score, candidates not less than five times the number of vacancies in each discipline will be called for group discussion and personal interview at Kochi, in the order of merit.

At the time of Group Discussion and Interview candidates will have to produce original certificates to prove qualification, Age, Caste etc. Candidates found to be not meeting the eligibility criteria on verification of the original certificate will not be allowed to attend the Group Discussion/Interview.

Candidates called for group discussion and interview will be paid 2nd class to and fro railway fare in the shortest route as per rules, on production of documentary proof of expense.

4. **Application fee:** Rs.800/- . SC/ST and PWD candidates are exempted from paying application fee. Internal candidates (permanent employees of FACT) are also exempted from payment of application fee.

5. **Training:** Those candidates selected will be offered appointment as Management Trainees on Training for a period of 2 years.

6. **Bond:**

- 6.1 Selected candidates will have to execute a bond to serve the Company for a minimum period of three years on successful completion of the training or to pay Rs.1,00,000/- as compensation to the Company for which the candidate will have to furnish a surety bond to be executed by parents/guardian/reliable surety.

- 6.2 The bond shall be backed by solvency certificate or Fixed Deposit receipt or National Savings Certificate or equivalent instrument in the name of the candidate or the surety, for the bond amount, pledged in the name of FACT. This will be returned on successful completion of training and bond period.

- 6.3 SC/ST candidates are exempted from executing the Bond.

- 6.4 Liquidated damages shall be retrieved from a Trainee /Employee under bond obligation as follows, if he/she wishes to leave:

Period of training/service completed under bond obligation paid

Liquidated damages to be

During training period	:	₹ 1 lakh
Minimum service of 1 year after training period, but less than 2 years	:	₹75,000
Minimum service of 2 years after training period, but less than 3 years	:	₹50,000

Before joining, the selected candidates will be required to get a Medical fitness certificate

7. Stipend: Selected Management Trainees will be paid a consolidated pay of ₹ 23,000/- per month during first year and ₹ 28,000/- per month during second year of training
8. Absorption: On successful completion of training of 2 years and based on performance assessment, the Management Trainees will be absorbed in the Managerial cadre in E2 grade of pay (₹ 20600 - 46500) as Engineer. At the start of the scale E2, an Engineer will get more than ₹ 32,000/- (Basic+DA+HRA). On absorption, they will be eligible for other perks like medical reimbursement, accommodation in town ship, local travel allowance for those maintaining vehicles / transport subsidy, subsidized meals, etc. Cost to company on absorption will be ₹ 5 lakhs per annum (approx.) at the present rates.
9. Eligibility for calling for written test will be based on the details furnished in the on-line application and declaration made by the applicant. The certificates submitted by the candidates who qualify in the written test will be verified against original certificates produced at the time of the group discussion and interview. Those who do not meet the requirements as to age, qualification ,eligibility etc. on verification of the original certificates, will not be considered for selection and no TA will be paid to them even if they qualify in the written test.
11. Appearing for written test will not confer any right on the applicant for selection. FACT reserves the right to debar/disqualify any candidate at any stage of selection proceedings for any reason whatsoever.

12. How to apply

12.1 Interested candidates may **apply online** on or before 18.01.2012 as per instructions given in our website, and **forward a downloaded** copy of the submitted application to the Chief Manager (Human Resources), FACT, FEDO Buildings, Udyogamandal-683501, Kerala so as to reach the addressee on or before 23.01.2012 , alongwith the following:

A) Non-refundable application fee of Rs. 800/- as DD drawn in favour of FACT Ltd., **payable at Udyogamandal**, Kochi on State Bank of Travancore (code-70158), Bank of India (code-8568) or Dena Bank (code-620377)

or

B) Copy of caste certificate issued by competent authority not below the rank of Tahsildar in the case of SC/ST candidates and disability certificate issued by a Government Medical Board in the case of PWD candidates

12.2 Candidates are requested to write their name, Register No. and discipline on the reverse side of the D.D.

12.3 Applications without the requisite fee or documents evidencing exemption as per prevelant rules, will

not be entertained.

12.4 Candidates requiring age relaxation as per rules (SC,ST,OBC,PWD etc) as at clause 2 above and/or relaxation in qualifying marks as at clause 1 above, shall attach copy of the relevant caste certificate(from a revenue authority not below the rank of Tahasildar) / certificate from Medical Board/ competent authority alongwith the downloaded application, for being considered with such relaxations. Relaxations shall be applicable based on such documents only.

12.5 No other enclosures except as mentioned above are required to be furnished alongwith the application, and we shall not be responsible for any other such documents sent along with the application.

12.6 The envelope containing the application form shall be superscribed with the following- "Application for MT2012" and the discipline (Chemical/Mechanical/Electrical/Instrumentation/Civil) for which application is being submitted

13. Persons employed in Govt./Quasi Govt./Public Sector Undertaking must apply through proper channel.

14. Candidates who do not meet the specified requirements need not apply as their applications will be rejected and application fee forfeited.

15. Last date for submitting application online is 18.01.2012. Last date for receipt of hard copy of application with requisite attachments is 23.01.2012.

16. Hall Tickets for written test

16.1 Hall Tickets will be generated online and eligible candidates shall download their Hall Tickets from our website between dates that will be notified in our website

16.2 Candidates reporting without the downloaded hall ticket shall not be allowed to write the test.

17 Candidates are required to check our website regularly to obtain updates on the dates for downloading of hall tickets ,date of test and other notifications if any.

CHIEF MANAGER (HR)
The Fertilisers and Chemicals Travancore Ltd.

Udyogamandal,
21.12.2011