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

Recruitment Notification No. : 11/2026 dated 25.11.2026

THE FERTILISERS AND CHEMICALS TRAVANCORE LTD., a multi-divisional Central PSE, and pioneer in the manufacture and marketing of Fertilisers, Chemicals and Caprolactam, with activities spread over Manufacturing, Engineering Design and Consultancy, Fabrication etc., invites applications from eligible candidates for empanelment / engagement on **Fixed Tenure Contract (Adhoc Basis)** to the following post:

Post Code	Post	Specification	Age
01	**Barge Master** on Fixed Tenure Contract (Adhoc Basis)	1. Minimum of valid Second Class Masters Certificate under Kerala Inland Vessels Rules 2. Minimum of one year post qualification experience as Master in a Boat/Barge/Ship. Candidates with experience in Inland Water Ways of Kochi will be given preference.	Maximum of 62 years and not less than 22 years (See clause (5) below)

Note:

a. Relevant date to determine eligibility of experience, age, qualification etc is **01.11.2026.**

b. Only post qualification experience will be considered. Candidates shall submit along with application, experience certificate showing experience in the relevant field and those who are presently working shall submit reasonable proof of employment in the relevant field to the satisfaction of Management, without which such experience (s) will not be counted.

c. Experience on part time basis, daily wages shall not be considered (other than in case of direct engagement by PSUs / Government Departments / Autonomous Bodies). In case of such daily wage engagement, employer shall certify the number of days worked in each year during the period of engagement or candidate shall submit sufficient proof towards the same.

d. Masters shall acquire additional requirement (s), if any, as stipulated from time to time under Kerala Inland Vessels Rules or by Government or Statutory Agencies like Directorate of Ports, CPT, and District Authorities etc. to operate Barges, including transport of hazardous materials like Ammonia.

e. Duty includes managing / leading a crew consisting of Engine Drivers and Lascars for operating Ammonia Barges of FACT, as per directions from FACT.

f. Empanelment of candidates will be consequent to passing in the practical/skill test.

General terms and conditions for appointment

1. The engagement will be for a term of two years, renewable for a maximum period of 2 spells of one year each, at the discretion of the Management, subject to requirement, performance, assessment, etc. Engagement is also liable to be terminated by the Management without notice, at its discretion without assigning any reason.

2. Candidates offered engagement as above will be paid a consolidated pay of Rs.31,000/- per month and an increase of 3% on successful completion of each year. Payment of higher initial consolidated pay at a rate of 3% for every completed year of relevant experience in FACT as on date of engagement, if any, will be considered.

3. Accident Insurance, Provident Fund, will be applicable based on eligibility, as per Rules of the Company. In addition to the above they will be eligible for the following allowances:

    a. Trip Allowance of Rs.1000/- per trip.
    b. Food Allowance of Rs.200/- per day worked.

    No other allowance (s) / remuneration / benefits than mentioned above is payable.

4. Reservation for SC, ST, OBC (NCL), EWS, and Ex-Servicemen category will be applicable as per Government Directives. EWS candidates shall submit EWS certificate of relevant year (income of 2025-26). OBC-NCL Candidates shall submit self-declaration in the prescribed format provided in the website and OBC-NCL certificate along with application, and if engaged, shall produce OBC-NCL certificate issued by competent authority within 6 months prior to joining.

5. Eligible candidates should have been born on or between 01.11.1964 and 31.10.2004. SC/ST/OBC/Ex-Service candidates may apply provided they fulfill the eligibility standards prescribed for the post and no relaxation in age / experience shall be applicable.

6. 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.

7. Candidates engaged shall work in the vessel for continuous 15 days and can avail Off for next 15 days. There shall be no other leave admissible, apart from the Off days mentioned.

8. Place of work will be Udyogamandal, Ambalamedu and Willingdon Island at Kochi, from where Ammonia Barge is used for transporting Ammonia to and from various Divisions of FACT. The navigation route shall be through the Inland Water

Ways (IWS) with narrow canals and bridges along the route.

9. The incumbent shall be liable to serve the Company anywhere in India if so required by the Company.

10. The incumbent shall be governed by the Office Orders in force and framed by the Company from time to time in relation to the service conditions in relation to this engagement.

11. Engagement under this notification is only for fixed term 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.

12. Management reserves the right to (i) short list candidates by adopting such methods or criteria found suitable at the discretion of the Management, and (ii) modify the mode of selection etc. The decision of the Company 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. FACT reserves the right to debar/disqualify any candidate at any stage of selection proceedings for any reason whatsoever.

13. Candidates successful in the practical / skill test will be assessed and ranked on the basis of merit. In case there is a tie in marks, they will be ranked based on the following criteria in the order given below:

    a. Completed years of relevant experience in Inland Water Ways of Kochi.

    b. Completed years of relevant experience.

    c. Earlier year of acquiring minimum Second Class Master Certificate as per KIV Rules.

    d. Earlier date of birth.

14. Meeting the eligibility criteria / attending or being successful in the skill test by itself will not confer any right on the applicant for selection or to be included in the Panel or for engagement.

15. Interested candidates from the panel may be considered for engagement for periods of shorter duration too, based on requirements of the Company at rates/ terms fixed by the Company for such engagement.

16. Candidates desiring to apply for the post against this notification can apply by submitting the prescribed application format (uploaded in the website along with notification) duly filled along with self-attested copies of certificates to prove qualifications, Master certificate, age, experience, caste, etc by any one of the methods mentioned below:

    a. by Speed Post / Registered Post / Courier to **DGM (HR), HR Department, FEDO Building, Udyogamandal, Kochi – 683501**

OR

by dropping the applications in the specified **drop box at HR Department.**

b. Envelope containing the application shall be superscribed with "Application for the post of Barge Master - Ad.11/2026".

17. **Applications received later than 4.00 PM on 09.12.2026 will not be considered.**

18. Incomplete applications, applications without signature and photograph, and/or without documents in proof of eligibility, applications sent by e-mail etc is liable to be rejected. Originals of the documents shall be furnished as and when called for.

19. 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 will be only through the e-mail id mentioned in the application. Candidate shall ensure that the e-mail id and phone number is legibly mentioned in application and keep it valid and functional at all times. Company will not be held responsible for failure of communication sent to the said e-mail id / phone number.

20. 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 the Panel.

21. 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)