



## RAMAGUNDAM FERTILIZERS AND CHEMICALS LIMITED

Corporate Office - 4th Floor, Wing – A, Kribhco Bhawan, Sector – 1,  
Noida – 201301 (U.P), Phone: +91-120-2553643, 2553618

**Advertisement No: Rectt/04/2024**

**Date: 20.02.2024**

### RECRUITMENT OF EXPERIENCED PROFESSIONALS

Ramagundam Fertilizers and Chemicals Limited (RFCL) is a Joint Venture Company formed by National Fertilizers Limited (NFL), Engineers India Limited (EIL) and Fertilizer Corporation of India Limited (FCIL) having a 2200 MT per day natural gas-based Ammonia and 3850 MT per day Neem Coated Urea Plant at Ramagundam in Peddapalli District in Telangana.

RFCL invites applications for the below mentioned positions for its Ramagundam Plant, Telangana and Corporate Office, Noida:

<b>1. POSITIONS &amp; VACANCIES</b>									
SN (i)	POST & LEVEL (ii)	VACANCIES						Reserved for PwBD (ix)	POSTS IDENTIFIED FOR PwBD CATEGORIES (x)
		UR (iii)	SC (iv)	ST (v)	OBC (NCL) (vi)	EWS (vii)	TOTAL (viii)		
<b>CHEMICAL</b>									
1	Assistant Manager (E-2)	-	-	01	-	01	02		b) HH c) OA, OL, CP, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above
2	Senior Manager (E-5)	-	-	-	01	-	01		
3	Chief Manager (E-6)	02	-	-	-	-	02		
<b>MECHANICAL</b>									
4	Manager (E-4)	-	01	-	01	-	02		b) D, HH c) OA, OL, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above
5	Chief Manager (E-6)	01	-	-	-	-	01		
6	Deputy General Manager (E-7)	01	-	-	-	-	01		
<b>ELECTRICAL</b>									
7	Senior Manager (E-5)	01	-	-	-	-	01		b) D, HH c) OL, Dw, AAV d) ASD (M), SLD, MI e) MD involving (b) to (d) above
<b>INSTRUMENTATION</b>									
8	Chief Manager (E-6)	01	-	-	-	-	01		b) D, HH c) OL, CP, LC, Dw, AAV d) ASD (M), SLD, MI e) MD involving (b) to (d) above

SN	POST & LEVEL	VACANCIES						Reserved for PwBD	POSTS IDENTIFIED FOR PwBD CATEGORIES
		UR	SC	ST	OBC (NCL)	EWS	TOTAL		
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)
<b>CHEMICAL LAB</b>									
9	Assistant Manager (E-2)	01	-	-	01	-	02		b) HH c) OA, OL, CP, Dw, AAV d) SLD, MI
10	Deputy Manager (E-3)	01	-	-	-	-	01		e) MD involving (b) to (d) above
<b>MATERIALS</b>									
11	Chief Manager (E-6)	02	-	-	-	-	02	01 (Cat c)	a) LV b) D, HH c) OA, BA, OL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (a) to (d) above
<b>FINANCE &amp; ACCOUNTS (F&amp;A)</b>									
12	Assistant Manager (E-2)	02	-	-	-	-	02		a) B, LV b) D, HH c) OA, BA, OL, BL, OAL, BLOA, BLA, LC, Dw, AAV
13	Chief Manager (E-6)	02	-	-	-	-	02		e) MD involving (a) to (c) above
<b>HUMAN RESOURCE (HR)</b>									
14	Assistant Manager (E-2)	-	-	-	01	-	01		a) B, LV b) D, HH c) OA, BA, OL, OAL, CP, LC, Dw, AAV
15	Senior Manager (E-5)	01	-	-	-	-	01		d) SLD e) MD involving (a) to (d) above
<b>MEDICAL</b>									
16	Senior Medical Officer (E-2)	02	-	-	-	-	02	01 (Cat c)	c) OA, OL, BL, LC, Dw, AAV d) SLD
17	Additional CMO (E-4)	01	-	-	-	-	01		e) MD involving (c) to (d) above
<b>SAFETY</b>									
18	Assistant Manager (E-2)	-	-	-	01	-	01		Not Identified
19	Manager (E-4)	01	-	-	-	-	01		
TOTAL		19	01	01	05	01	27	02	



**Abbreviations:**

UR	Unreserved
SC	Scheduled Caste
ST	Scheduled Tribe
OBC (NCL)	Other Backward Classes (Non-Creamy Layer)
EWS	Economically Weaker Section
ExSM	Ex Serviceman
PwBD	Persons with Benchmark Disabilities
B	Blind
LV	Low Vision
D	Deaf

HH	Hard of Hearing
OA	One Arm
OL	One Leg
BA	Both Arms
BL	Both Legs
OAL	One Arm and One Leg
BLOA	Both Legs & One Arm
BLA	Both Legs Arms
CP	Cerebral Palsy
LC	Leprosy Cured

Dw	Dwarfism
AAV	Acid Attack Victims
MDy	Muscular Dystrophy
ASD	Autism Spectrum Disorder (M - Mild, MoD – Moderate)
ID	Intellectual Disability
SLD	Specific Learning Disability
MI	Mental Illness
MD	Multiple Disabilities
CMO	Chief Medical Officer

**Note :**

- i. The number of vacancies are tentative and may increase or decrease at the discretion of RFCL and in compliance of the Presidential Directives on reservation at the time of appointment. Accordingly, RFCL reserves the right to cancel/restrict/enlarge/modify/alter the requirements advertised, if need so arises, without any further notice or assigning any reason thereof. RFCL also reserves the right to raise/ relax the minimum eligibility standards and to fill/ not to fill all or any of the above positions. Posts shall be filled according to reservation position. Accordingly, SC/ST/OBC(NCL)/EWS/PwBD category candidates are encouraged to apply.
- ii. In addition to the notified vacancies, a panel of candidates shall also be created for vacancies caused by cessation of service of selected candidates/employees and additional vacancies arising within one year from date of empanelment.
- iii. EWS vacancies are tentative and subject to further directives of Government of India and outcome of any litigation pending in any court. Whenever in any recruitment year any vacancy earmarked for EWS cannot be filled due to non-availability of a suitable candidate belonging to EWS, such vacancy for that particular recruitment year shall not be carried forward to the next recruitment year as backlog. The appointment against vacancies reserved for EWS category candidates shall be provisional and subject to the Income and Asset certificate to be verified through the proper channels and if the verification reveals that the claim to belong to EWS is fake/false the services of the concerned candidates will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of fake/false certificate. The Income and Asset Certificate issued by any one of the authorities mentioned in the prescribed format as given on our website shall only be accepted as proof of candidate's claim as belonging to EWS.
- iv. PwBD reservation is applied on horizontal inter-locking basis in either of UR/SC/ST/OBC (NCL)/EWS vacancies. Also, refer to Section No. 6 of this advertisement, in this regard.

**2. PAY & PERKS**

RFCL offers one of the best pay packages in the Fertilizers Industry. Pay Scales along with approximate CTC being offered by RFCL is as under:



S N	Pay Scale Code	Pay Scale (2017 IDA based)	CTC Per Annum (₹ in Lakhs)	Designation
1.	E-2	₹ 50,000 - 1,60,000	₹ 16.24	Assistant Manager (Chemical / Chemical Lab / F & A / HR / Safety), Senior Medical Officer
2.	E-3	₹ 60,000 - 1,80,000	₹ 19.49	Deputy Manager (Chemical Lab)
3.	E-4	₹ 70,000 - 2,00,000	₹ 22.74	Manager (Mechanical / Safety), Additional CMO
4.	E-5	₹ 80,000 - 2,20,000	₹ 25.99	Senior Manager (Chemical / Electrical/ HR)
5.	E-6	₹ 90,000 - 2,40,000	₹ 29.24	Chief Manager (Chemical / Mechanical / Instrumentation / Materials / F&A)
6.	E-7	₹ 1,00,000 - 2,60,000	₹ 32.49	Deputy General Manager (Mechanical)

Besides Basic Pay, candidates will also be paid Industrial Dearness Allowance, Company Accommodation / House Rent Allowance (not payable while posted at the Unit where Company accommodation is available). Selected candidates will also be entitled for other perquisites & allowances / benefits such as Leaves, Earned Leave Encashment, Medical Facilities, Contributory Provident Fund, Gratuity, Group Personal Accident Insurance & other welfare schemes etc. as per Company rules in force from time to time. Benefit of Performance Related Pay (PRP) & Contributory Superannuation Benefit Fund Scheme shall also be extended as and when applicable as per rules of the Company.

Non-Practicing Allowance (NPA) @ 20% of Basic Pay shall also be payable to Senior Medical Officer/ Additional CMO in addition to above as per Company rules in force from time to time.

### 3. ESSENTIAL/MANDATORY ELIGIBILITY CRITERIA AS ON CUT OFF DATE

SNO	POST NAME	MAX. AGE LIMIT (in years)	ESSENTIAL/ MANDATORY EDUCATIONAL QUALIFICATION	POST QUALIFICATION WORK – EXPERIENCE	
			DEGREE WITH SPECIALIZATION	DOMAIN OF EXPERIENCE	MINIMUM YEARS OF WORK EXP. REQUIRED
(i)	(ii)	(iii)	(iv)	(v)	(vi)
<b>CHEMICAL</b>					
01	Assistant Manager	40	B.E. / B.Tech./ B.Sc.(Engg.) in Chemical Engineering / Technology.	Hands on experience in management of process operations, troubleshooting of either of the following continuous operating plants:	04
02	Senior Manager	45	Candidates having BOE (Boiler Operation Engineer) certification may be given preference.	<ul style="list-style-type: none"> <li>Ammonia &amp; Urea plant or Petrochemical plant or Petroleum refinery only of State/ Central Government Undertaking(s) and/or Private Sector Organization(s) of repute. Candidate should be conversant with DCS control system.</li> </ul>	16
03	Chief Manager	50			20

SNO	POST NAME	MAX. AGE LIMIT (in years)	ESSENTIAL/ MANDATORY EDUCATIONAL QUALIFICATION	POST QUALIFICATION WORK – EXPERIENCE	
			DEGREE WITH SPECIALIZATION	DOMAIN OF EXPERIENCE	MINIMUM YEARS OF WORK EXP. REQUIRED
(i)	(ii)	(iii)	(iv)	(v)	(vi)
<b>MECHANICAL</b>					
04	Manager	45	B.E. / B.Tech./B.Sc. (Engg.) / in Mechanical Engineering/ Technology.	Hands on experience in maintenance and troubleshooting of Rotating Machines, Static Equipment's, Piping Networks etc. in either of the following continuous operating plants: <ul style="list-style-type: none"> <li>Ammonia &amp; Urea plant or petrochemical plant or petroleum refinery only of State/ Central Government Undertaking(s) and/or Private Sector Organization(s) of repute. Candidate should be conversant with latest maintenance practices, lining up of maintenance contracts, spares procurement, budgeting etc. and must be computer literate.</li> </ul> Candidates having specific experience in operations / maintenance of Gas Turbine based Power Plant may also apply.	12
05	Chief Manager	50			20
06	Deputy General Manager	50			23
<b>ELECTRICAL</b>					
07	Senior Manager	45	B.E. / B.Tech./ B.Sc. (Engg.) in Electrical <b>OR</b> Electrical & Electronics Engineering/ Technology.	Hands on experience in maintenance and troubleshooting of HT & LT power distribution system, HT synchronous & Induction motors, large transformers, protection systems etc. in either of the following continuous operating plants: <ul style="list-style-type: none"> <li>Ammonia &amp; Urea plant or Petrochemical plant or Petroleum refinery only of State/ Central Government Undertaking(s) and/or Private Sector Organization(s) of repute.</li> </ul> Desirable: <ol style="list-style-type: none"> <li>Conversant with latest maintenance practices, lining up of maintenance contracts, spares procurement, budgeting etc.</li> <li>Operating Experience of 220 KV switchyard, Class A supervisor license for 220 KV system.</li> <li>Conversant with different Load Shedding Systems, Electrical Control System (ECS), Energy management, SCADA and PLCs.</li> <li>Protection relay, Generator Protection Relays, Automatic Voltage Regulators, modern day Microprocessor relays, their setting &amp; programming.</li> </ol>	16



SNO	POST NAME	MAX. AGE LIMIT (in years)	ESSENTIAL/ MANDATORY EDUCATIONAL QUALIFICATION	POST QUALIFICATION WORK – EXPERIENCE	
			DEGREE WITH SPECIALIZATION	DOMAIN OF EXPERIENCE	MINIMUM YEARS OF WORK EXP. REQUIRED
(i)	(ii)	(iii)	(iv)	(v)	(vi)
				Candidates having specific experience in operations/ maintenance of Gas Turbine based Power Plant may also apply.	
<b>INSTRUMENTATION</b>					
08	Chief Manager	50	B.E./ B. Tech/B.Sc. Engg. in Instrumentation <b>OR</b> Instrumentation & Control <b>OR</b> Electronics & Instrumentation <b>OR</b> Electronics & Instrumentation & Control <b>OR</b> Industrial Instrumentation <b>OR</b> Process Control Instrumentation <b>OR</b> Electronics & Electrical <b>OR</b> Applied Electronics & Instrumentation <b>OR</b> Electronics & Communication <b>OR</b> Electronics & Control.	Hands on experience in process control instrumentation in Fertilizer / Continuous Process Chemical / Petro - Chemical Industries / Power Generation. Should be conversant with maintenance / commissioning / trouble-shooting of DCS / ESD systems, programming & calibration of SMART field instruments, gas chromatographs, analyzers, electronic governors, anti-surge controllers.	20
<b>CHEMICAL LAB</b>					
09	Assistant Manager	40	M.Sc. (Chemistry)	Hands on experience as a Chemist in Control Laboratory attached to Fertilizer / Continuous Process Chemical / Petro - Chemical / Heavy Chemical industries.	04
10	Deputy Manager	40			08
<b>MATERIALS</b>					
11	Chief Manager	50	Degree in Engineering (in any specialization) <b>OR</b> Full time regular MBA (Materials Management/ Supply Chain Management) <b>OR</b> PG Diploma in Materials Management (02 years regular course) (Recognized as equivalent to MBA by UGC/ AICTE).	Hands on experience in a responsible position in directing, organizing and controlling materials management activities such as purchasing, inventory control, materials inspection, store-keeping, material handling, transportation, packing, import management, import substitution, value engineering, spare parts control, preferably in Fertilizer / Chemical / Petro - Chemical / Hydrocarbon industry only of State/ Central Government Undertaking(s) and/or Private Sector Organization(s) of repute engaged in continuous operation.	20
<b>FINANCE &amp; ACCOUNTS (F&amp;A)</b>					
12	Assistant Manager	40	CA <b>or</b> CMA <b>or</b> Two years MBA with specialization in Finance (Candidates with dual specialization or General MBA shall not be eligible to apply)	Hands on experience in dealing with Accounting and financial matters, budgeting / taxation.	04
13	Chief Manager	50			20



SNO	POST NAME	MAX. AGE LIMIT (in years)	ESSENTIAL/ MANDATORY EDUCATIONAL QUALIFICATION	POST QUALIFICATION WORK – EXPERIENCE	
			DEGREE WITH SPECIALIZATION	DOMAIN OF EXPERIENCE	MINIMUM YEARS OF WORK EXP. REQUIRED
(i)	(ii)	(iii)	(iv)	(v)	(vi)
<b>HUMAN RESOURCE (HR)</b>					
14	Assistant Manager	40	MBA/ Integrated MBA/ Post Graduate Degree or Diploma of minimum 02 years' duration in HRM/Personnel Management & Industrial Relations from a recognized University / Institute. Degree in Law (LLB) is desirable.	Post qualification experience in HR Department of any Government/Public Sector/Autonomous Body/MNC/ Private Organization.	04
15	Senior Manager	45			16
<b>MEDICAL</b>					
16	Senior Medical Officer	40	MBBS. Candidates having MD/MS may have added advantage.	Professional experience (after internship) in Medicine in a reputed Hospital/Medical College/ Hospital in industrial complex on Permanent or temporary basis.	04
17	Additional CMO	45			12
<b>SAFETY</b>					
18	Assistant Manager	40	a) Bachelor Degree in any branch of Engineering or Technology <b>AND</b>	Hands on experience in recognized Fire station / Ammonia Urea Fertilizer Complex / Continuous process chemical / Petro Chemical refinery.	04
19	Manager	45	Full time Degree or Diploma or Certificate in Industrial Safety of not less than one Year duration awarded by any university incorporated under the Central (Central Labour Institute in Mumbai or Regional Labour Institutes in Chennai, Kanpur, Kolkata and Faridabad) or State Acts or Department of Technical Education or State Board of Technical Education (SBTET) of any State Government in India or Connect IT (Industrial Training) Solutions, Hyderabad. b) <b>Adequate knowledge of Telugu Language is mandatory.</b>		12

- (a) Candidate must possess the above mentioned essential/ mandatory Educational Qualification (Col. iv). No claim of possession of equivalent educational qualification(s) other than advertised educational qualification for a post would be entertained and decision of RFCL in this regard would be final and binding. In case of any dispute arising about admissibility of any particular qualification, the decision of RFCL Management shall be final and binding on the applicants.



- (b) The prescribed essential/ mandatory Educational Qualification should be completed on full time regular basis with minimum 60% marks, except for CA/ CMA from University/ Institute recognized by UGC/ AICTE/ State Technical Board/ appropriate Indian Statutory Authorities. These qualifications acquired through Part-Time/ Correspondence/ Distance Learning/ Online/ Evening Classes mode shall render the candidate ineligible.
- (c) Maximum age mentioned on the above table is for 'UR' category. Relaxations to SC/ ST/ OBC(NCL)/ PwBD/ ExSM in age criteria are mentioned in Section No. 6 of this advertisement.
- (d) Candidates possessing higher technical/ professional qualifications in the relevant field or discipline, will also be considered eligible provided they possess essential/mandatory qualification as mentioned in above table.
- (e) The date of declaration of result/ issuance of final marks-sheet or passing Certificate, whichever is earlier, shall be deemed to be the date of acquiring minimum educational qualification and there shall be no relaxation on this account.
- (f) Minimum percentage of marks in the essential/ mandatory educational qualification shall be aggregate of all semesters/ years and irrespective of the weightage given to any particular semester/ year by the Institute/ University. Wherever CGPA/ OGPA or letter grade in a degree is awarded; equivalent percentage of marks should be indicated in the application form as per norms adopted by the University/Institute. Candidates having CGPA/ OGPA or letter grade in a degree, however, shall invariably produce a bonafide copy of the conversion norms/ formula with respect to his/ her University/ Institute along with the application form and at the time of interview.  
In case, the candidate is not able to produce the documentary proof/certificate to this effect from the Institute/University in support of the percentage marks, the percentage will be calculated as per the table given below and eligibility of the candidate shall be established accordingly:

% Marks in essential qualification	CGPA /OGPA on						
	10 point scale	9 point scale	8 point scale	7 point scale	6 point scale	5 point scale	4 point scale
60%	6.5	5.4	4.8	4.2	3.6	3.0	2.2

- (g) Candidates appearing in the final year/ semester of the essential/mandatory qualification as mentioned in table above and whose result is awaited as on cutoff date are not eligible to apply for any posts against this advertisement.
- (h) Computer Literacy is desirable for all candidates.
- (i) Candidates possessing PG Degree/Diploma not mentioning the area of specialization will have to produce certificate of specialization in the relevant field in qualifying subject, from its University/Institute failing which he/she may not be allowed to attend the personal interview. It may be noted that it shall be responsibility of the candidate to verify and substantiate his/her claim of having requisite specialization in the advertised qualifying subject and no queries/correspondence shall be entertained in this regard at the time of interview.
- (j) Work Experience for all posts should be after acquiring relevant educational qualification. Work experience for all the posts should be in-line executive experience.





- (k) Candidate's work experience as Management Trainee / Graduate Engineer Trainee would be counted only in case he/she has been regularized in the same Company.
- (l) Apprenticeship training under Apprentices Act, 1961, would not be counted as post - qualification executive work experience.
- (m) Candidates employed in Central / State Government / Quasi-Government / Public Sector Undertakings / Autonomous Bodies shall have to produce No Objection Certificate (NOC) from their present employer at the time of interview failing which his / her candidature will not be considered and he / she will not be allowed to appear in interview and no TA (Travelling Allowance) shall be paid to such candidates.
- (n) Experience of candidates working on contract basis through empaneled agencies / contractors (i.e., those who have been deployed on contract basis by some other agency / organization for working on project / construction / O&M or any other activity) other than in RFCL and Promoter Organizations will not be considered. Only direct work experience including fixed term basis employment in an organization will be taken into consideration, in such cases.
- (o) Preference will be given to candidates having in line executive experience in Chemical and Fertilizer Industry.

#### **4. PAY SCALES / EQUIVALENT CTC**

In addition to possessing minimum numbers of years of post-qualification work experience as on cut-off date of reckoning eligibility criteria, candidates should also satisfy the following conditions:

- a) Candidates working in Government (Central/State), Public Sector Undertakings (Central/State), Autonomous, Statutory Bodies or Joint Ventures of State/Central Government/Undertakings having Pay Scales matching with RFCL Pay Scales should be presently working in one level below pay scale for a period of two years immediately preceding the cutoff date or should be presently working in same pay scale or higher pay scale on the cut-off date.
- b) Candidates working in Private Sectors or any such Government (Central/State), Public Sector Undertakings (Central/State), Autonomous, Statutory Bodies or Joint Ventures of State/Central Government/Undertakings whose Pay Scales do not match with RFCL's given Pay Scales, shall be required to provide a proof/certificate from their employer for having minimum CTC as on cutoff date. Minimum CTC required for the posts is placed below:

<b>Level</b>	<b>Post for which candidate is applying</b>	<b>Minimum required CTC as on cutoff date (₹ in Lakhs per Annum)</b>
E-2	Assistant Manager (Chemical / Chemical Lab / F&A / HR / Safety), Senior Medical Officer	₹ 10.39
E-3	Deputy Manager (Chemical Lab)	₹ 12.99
E-4	Manager (Mechanical / Safety), Additional CMO	₹ 15.59
E-5	Senior Manager (Chemical / Electrical / HR)	₹ 18.19



E-6	Chief Manager (Chemical / Mechanical / Instrumentation / Materials / F&A)	₹ 20.79
E-7	Deputy General Manager (Mechanical)	₹ 23.39

## 5. CUT OFF DATE

The cut-off date for determining eligibility criteria in respect of age, minimum educational qualification etc. shall be **29.02.2024**. The cut-off date for determining experience shall be **30.06.2024**. The cut-off dates will remain unchanged irrespective of any reason whatsoever.

## 6. RESERVATION / CONCESSIONS / RELAXATIONS

- (a) Reservation of Posts for SC/ST/OBC(NCL)/EWS/PwBD category candidates and relaxation thereof will be in terms of number indicated against each category as Table - 01.
- (b) Category {UR /SC/ST/OBC(NCL)/EWS/PwBD} once submitted in Application Form will not be changed and no benefit of other category will be admissible later on.
- (c) SC/ST/OBC(NCL)/EWS/PwBD candidates may be considered under general standards of merit against the un-reserved posts provided no relaxation in age, qualification etc. is availed of/extended to them.
- (d) For claiming relaxation against reserved vacancies, the reserved category candidates should submit copy of Caste/PwBD certificate(s), in the Proforma prescribed by Govt. of India, issued by the Competent Authority, along with Online Application Form. If the certificate has been issued in a language other than English/Rajbhasha (Hindi), the candidates should upload a self- certified bonafide translated copy of the same either in English or Rajbhasha (Hindi).
- (e) Only those communities that are mentioned in the common list of OBC notified by Government of India shall be treated as OBC for the purpose of reservation for employment. Relevant list can be viewed at <http://www.ncbc.nic.in>. Accordingly, for claiming the benefit of OBC (NCL) category on the cutoff date, the candidate shall submit & subsequently produce his/her latest caste certificate in the proforma prescribed by Government of India, as contained in DoPT Memo No.36036/2/2013-Estt/(Res.) dated 30.05.2014 or any other further notification from a Competent Authority. Such certificate should specifically state that the candidate does not belong to the persons/sections (creamy layer) as mentioned in column 3 of the schedule to the Department of Personnel & Training, Government of India OM No. 36012/22/93-Estt.(SCT) dated 08.09.1993 and modifications issued vide OM No. 36033/1/2013-Estt.(Res.) dated 13.09.2017. Further the OBC (NCL) candidates will have to give a self-declaration, at the time of interview indicating that they belong to OBC (NCL).
- (f) Candidates belonging to OBC category and falling in creamy layer are not entitled to OBC reservation benefits. Such OBC candidates shall be treated as Un-reserved candidates.

- (g) Prescribed reservations for PwBD will be applied on horizontal inter-locking reservation system basis as per Government of India guidelines. Candidates belonging to PwBD category shall be considered only against the identified positions.
- (h) Section 2(r) of The Rights of Persons with Disabilities Act 2016, defines “person with benchmark disability” as a person duly certified by the certifying authority with:
- not less than 40% of a specified disability where specified disability has not been defined in measurable terms and;
  - a disability where specified disability has been defined in measurable terms.

The candidates are required to submit a Disability Certificate issued by Competent Authority as per the Persons with Disabilities (Equal Opportunities, Protection of Rights & Full Participation) Amended Rules, 2009, failing which their candidature as PwBD candidates will not be considered.

Thus, in line with The Rights of Persons with Disabilities Act 2016 with regard to reservation for Persons with Benchmark Disabilities (PwBD) in the posts/services under Central Government, only "person with benchmark disability" would be eligible for reservation in posts/services with not less than forty per cent of a specified disability where specified disability has not been defined in measurable terms and includes a person with disability where specified disability has been defined in measurable terms, as certified by the certifying authority. A candidate who wants to avail of benefit of reservation will have to submit a Disability Certificate in the Proforma prescribed by Government of India, issued by the Competent Authority, along with application form, failing which their candidature as PwBD candidates will not be considered. If the certificate has been issued in a language other than English/Rajbhasha (Hindi), the candidates should submit a self-certified bonafide translated copy of the same either in English or Rajbhasha (Hindi).

- (i) SC/ST/ PwBD/ ExSM/ Departmental candidates are exempted from payment of application fee.
- (j) Relaxation in age will be allowed upto 05 (five) years for SC/ST and 03 (three) years for OBC (NCL) candidates considered against reserved positions.
- (k) Relaxation to ExSM/Dependent of those killed or disabled in action will be allowed as per Government of India guidelines.
- (l) UR- PwBD candidates will be allowed age-relaxation upto 10 years, upto 15 years for PwBD-SC/ST and upto 13 years for PwBD-OBC(NCL) candidates, if considered against reserved vacancies.
- (m) Upper age is relaxed by 05 (five) years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir from 01.01.1980 to 31.12.1989.
- (n) The maximum age of the applicant, after giving relaxations under Clause No. 5 (j) to 5 (m) (standalone or in combination thereof), should not exceed 56 years as on cutoff date.



## 7. APPLICATION FEE

Non - Refundable Application Fee as mentioned below is required to be paid by UR, OBC and EWS category candidates at the time of submission of online application form through online mode only. No other mode of payment of Application Fee would be accepted. Application Fee once paid will not be refunded under any circumstances. Candidates are, therefore, advised to verify their eligibility before payment of Application Fee.

SN	Pay Scale	Non - refundable application fee		
1.	E-5 to E-7	₹1000/-	Plus	additional bank
2.	E-2 to E-4	₹700/-	processing charges, if any	

SC/ST/PwBD/ExSM/Departmental candidates are not required to pay any Application Fee.

## 8. STEPS FOR APPLYING

- (a) Eligible and interested candidates are required to apply online from **20.02.2024 (0800 HRS) to 20.03.2024 (1700 HRS)** on RFCL website: <https://www.rfcl.co.in> → Careers.
- (b) After successful submission of online application form, candidates are required to take printout of the online application form and send it along with self-attested copies of all requisite supporting documents in fulfillment of eligibility viz educational qualifications, experience, caste certificate, PWBD certificate etc., in a sealed envelope cover super-scribed **“APPLICATION FOR THE POST OF ..... IN RFCL – 2024”** at the following address within the due date:
- “Deputy General Manager (HR)-I/c,  
Ramagundam Fertilizers and Chemicals Limited,  
Corporate Office,  
4<sup>th</sup> Floor, Wing – A, Kribhco Bhawan, Sector-1,  
Noida, Uttar Pradesh – 201301”**
- (c) The last date for receipt of hard copy of online application along with relevant documents is **27.03.2024**. However, last date for receipt of hard copy of online application for candidates presently residing in far-flung area i.e. Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Union territory of Ladakh, Lahul & Spiti District & Pangi Sub-Division of Chamba District of Himachal Pradesh, Union Territory of Andaman & Nicobar Islands & Lakshadweep is **03.04.2024**. Candidates applying from far-flung areas should super-scribe on envelope **“FAR-FLUNG AREA”**. In case of false declaration of “Far-Flung Area” on envelope vis-à-vis correspondence address mentioned above in the online Application Form, the same shall be summarily ‘Rejected’.
- (d) Incomplete Application Forms OR not supported by self-attested copies of relevant documents OR not fulfilling the eligibility criteria OR received at any other address of RFCL OR received after due date shall be summarily ‘Rejected’.
- (e) Candidates should note that scrutiny and shortlisting of Applications would be done on the basis of documents enclosed with the prescribed application form. Candidates may be asked



at any stage of recruitment to produce any additional documents which are considered necessary to establish the eligibility of the candidate w.r.t. the eligibility criteria prescribed in the advertisement. No interim correspondence by the candidates regarding availability/non - availability of documents would be entertained.

- (f) Only one application per candidate per post is allowed.
- (g) The details in online application form can be edited / modified before final submission of online form and details once finally submitted cannot be changed under any circumstances. Hence, candidates are strictly advised to ensure that they have filled in the correct particulars & details in online application form before final submission of the same.
- (h) Before applying, candidates should ensure that they fulfill all the eligibility norms.
- (i) Before registering their applications on the website, the candidates should read the Instructions for applying mentioned on the website under Careers Section.
- (j) Fee once paid will not be refunded under any circumstances.
- (k) Candidates should strictly ensure timely payment of Application Fee and/or submission of their online applications well before the stipulated last date of submission to avoid last minute rush.
- (l) All correspondence with candidates shall be done only on their registered e-mail ID provided by candidate. All information shall be provided through e-mail and / or SMS and/or by uploading on RFCL website.
- (m) RFCL 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/her mail/website in time. RFCL shall not be responsible for any loss/delay in receipt of application sent by post.

## 9. SELECTION PROCESS

- (a) Based on the information in Application Form and documents submitted by the candidates along with copy of their Application Form, scrutiny of applications would be done and candidates meeting the eligibility criteria will be provisionally shortlisted and called for personal interview. List of candidates shortlisted for interview shall be placed on RFCL website <https://www.rfcl.co.in> under the "Careers" section at an appropriate time.
- (b) However, in case of receipt of large number of Applications, a computer based test in Delhi - NCR region and/or any other city(ies) of India for the purpose of short-listing candidates for interview may be conducted. Neither TA will be paid nor would Boarding & Lodging facilities be arranged/reimbursed for appearing in the test.
- (c) Modalities of test, in the event it is decided to conduct the same, shall be placed on RFCL website <https://www.rfcl.co.in> under the "Careers" section.



- (d) Candidates are required to qualify in the Personal Interview with minimum average of 50% marks in interview.
- (e) In case, total marks (upto two decimals) of two or more candidates after personal interview are same, percentage of marks in the qualifying examination would be considered for drawing up merit list. In case percentage of marks (upto two decimals) are also equal in the qualifying examination, the date of birth of the candidates will be considered for preparing merit list i.e. the candidate born earlier will be considered as senior in the merit list.
- (f) It may be noted that candidates will be called for personal interview provisionally on the basis of information submitted by them in the application Form and their candidature will be considered vis-à-vis eligibility criteria for the post applied for as mentioned in the Advertisement. Candidates not meeting the eligibility criteria or not in possession of complete requisite documents will not be allowed to attend the personal interview and no TA will be paid to them. Further, no queries shall be entertained in this regard.
- (g) The candidates called for personal interview for the posts at the level of E-5 to E-7 shall be reimbursed single return air fare (economy class)/ rail fare for AC I / Executive class chair car / road mileage at prescribed rates for the journey by road/ by one's own conveyance. The candidates called for personal interview for posts at the level of E-2 to E-4 will be reimbursed to and fro single AC II return rail fare from the nearest railway station of the correspondence address indicated by the candidates in their online application to the place of interview by the shortest route on production of necessary receipts.

### Appointment and Placement

Candidature of the applicant would be provisional and subject to subsequent verification of Degree certificates/testimonials, Caste/ PwBD etc. Candidature of the candidate is liable to be rejected if it is found that he/she does not meet the advertised eligibility criteria for the post he/she has applied for, irrespective of his/her merit position on the basis of marks secured in selection process.

Selected candidates shall initially be posted as per details below:

SN	Post	Ramagundam Unit	Corporate Office, Noida	Total
1	Assistant Manager (Chemical)	02	-	02
2	Senior Manager (Chemical)	-	01	01
3	Chief Manager (Chemical)	01	01	02
4	Manager (Mechanical)	02	-	02
5	Chief Manager (Mechanical)	01	-	01
6	Deputy General Manager (Mechanical)	01	-	01
7	Senior Manager (Electrical)	01	-	01
8	Chief Manager (Instrumentation)	01	-	01
9	Assistant Manager (Chemical Lab)	02	-	02
10	Deputy Manager (Chemical Lab)	01	-	01
11	Chief Manager (Materials)	01	01	02



SN	Post	Ramagundam Unit	Corporate Office, Noida	Total
12	Assistant Manager (F&A)	01	01	02
13	Chief Manager (F&A)	01	01	02
14	Assistant Manager (HR)	01	-	01
15	Senior Manager (HR)	01	-	01
16	Senior Medical Officer	02	-	02
17	Additional CMO	01	-	01
18	Assistant Manager (Safety)	01	-	01
19	Manager (Safety)	01	-	01
<b>Total</b>		<b>22</b>	<b>05</b>	<b>27</b>

However, they may be posted in any Unit/Office of RFCL at any point of time at the discretion of the Management. Only candidates willing to serve anywhere in India need to apply.

**Candidates selected would be required to work in general and/or rotating shifts (including night shift) depending upon job requirement & exigency.**

No candidate shall be appointed to a post in the Company unless he/she has been medically examined, certified and declared as fit for employment by the Medical Officer of the Company or Medical Officer not below the rank of a Civil Surgeon/ Chief Medical Officer/ Medical Superintendent of State/ Government Hospitals.

The appointment will be provisional and subject to verification of Character & Antecedents and Caste / PwBD Certificate from the concerned District Authorities/Competent Authorities.

## 10. GENERAL INSTRUCTIONS

- Only Indian Nationals are eligible to apply.
- Candidates are advised to carefully read the full advertisement and ascertain their eligibility before submitting their online applications.
- 10<sup>th</sup>/Matriculation is the authentic document required for the verification of the date of birth.
- Details once submitted in the online application form will be final and any request for any change including change in correspondence address/ e-mail address/ mobile number/ category shall not be entertained. Candidates are, therefore, advised to carefully fill up their online application carefully.
- The essential/mandatory educational qualification is the minimum criteria and mere possession of the same by the candidate does not entitle him/her for participating in the selection process. RFCL's decision on all the matters relating to eligibility, acceptance or rejection of the application, mode of shortlisting or selection, cancellation of the selection process etc. shall be final & binding. No queries or correspondence shall be entertained in this regard.





- (f) Mere admission to the selection process does not imply that RFCL is satisfied about candidates' eligibility. The candidates should ensure that the details mentioned in the application form are correct and are in conformity with the eligibility criteria for the post applied for, as mentioned in the advertisement.
- (g) The candidature of all applicants would be provisional and subject to subsequent verification of certificates/testimonials, Caste/PwBD/ExSM etc. Candidates, if shortlisted, would be required to bring in original all certificates at the time of interview, failing which they may not be allowed to appear in interview and no TA (Travelling Allowance) shall be paid to such candidates.
- (h) In case it is detected at any stage (even during employment) that a candidate does not fulfill any of the advertised eligibility criteria or has furnished false or incorrect or incomplete information or given false declaration or suppressed any material fact or information having any bearing on his candidature or has resorted to unfair means during selection process or is found guilty of impersonation, he/she shall render himself/herself ineligible and the candidature / appointment of the candidate will be liable to be cancelled or terminated forthwith, if recruited, without making any reference.
- (i) Further, RFCL reserves the right to cancel/ restrict/ enlarge/ modify the recruitment/ selection process of advertised posts without any further notice or assigning any reasons whatsoever, if need so arises. Filling up of vacancies is solely at the discretion of the Management based on suitability of candidates and no claim will arise for appointment, if some of the vacancies are not filled due to unsuitability/ insufficient number of candidates.
- (j) Candidates should possess a valid e-mail ID as the same is mandatorily required for registration for online applications. Candidates are also advised to keep the E-mail ID as well as Mobile Number, as filled-in in their online application form, active for at least one & a half year from cut-off date. No change in the E-mail ID will be allowed once submitted. All future information/ communication regarding participating in the selection process shall be provided through e-mail/ SMS to the candidates, found prima-facie eligible, based on the information submitted by them in their online application data. Responsibility of receiving and downloading of information/ communications etc. will be of the candidate. RFCL will not be responsible for any delay in communication/ inactiveness of the E-mail ID, loss of e-mail sent due to invalid/ wrong E-mail ID submitted by the candidate in online application form and no correspondence in this regard shall be entertained.
- (k) Candidates should retain their copy of Application Form and Fee receipt (if applicable) for future reference as they may be asked to produce the same at subsequent stages.
- (l) Candidates are advised to regularly visit "Careers" section on our website - <https://www.rfcl.co.in> for updated information on the selection process.
- (m) Any corrigendum / addendum / errata in respect of this advertisement shall be displayed only on RFCL website <https://www.rfcl.co.in> under the section "Careers". No further press advertisement will be issued. Hence prospective applicants are advised to visit RFCL website regularly for latest update with regard to this advertisement.
- (n) Issues related to form fill up & payment of application fee, if any, may be sent to the email id mentioned on the application portal i.e. [rfcl04@jobapply.in](mailto:rfcl04@jobapply.in).





- (o) In case of any ambiguity / dispute on account of interpretation in versions other than English language advertised in Newspaper / Website, English version given in the website <https://www.rfcl.co.in> shall prevail.
- (p) Canvassing in any form shall be considered a disqualification for employment in the Company.
- (q) Court of jurisdiction for any dispute pertaining to any issue arising out of this recruitment process will be at New Delhi only to the exclusion of all other Courts.

## 11. IMPORTANT DATES

LINK FOR ONLINE REGISTRATION OF THE APPLICATION HAS BEEN HOSTED ON RFCL WEBSITE : <a href="https://www.rfcl.co.in">https://www.rfcl.co.in</a> → Careers	
CUT – OFF DATE FOR RECKONING ELIGIBILITY FOR AGE AND MINIMUM EDUCATIONAL QUALIFICATION	29.02.2024
CUT – OFF DATE FOR RECKONING ELIGIBILITY FOR EXPERIENCE	30.06.2024
DATE OF COMMENCEMENT OF ONLINE APPLICATION	20.02.2024
LAST DATE FOR SUBMISSION OF ONLINE APPLICATION	20.03.2024
LAST DATE FOR RECEIVING OF HARD COPY OF APPLICATION	27.03.2024
LAST DATE FOR RECEIVING OF HARD COPY OF APPLICATION FOR CANDIDATES RESIDING IN FAR-FLUNG AREAS	03.04.2024

Deputy General Manager (HR)-I/c.

## Annexure - A

Candidates are advised to refer to the following table showing the IDA (Revised and Pre-Revised) Pay Scales and equivalent CDA Pay Scales in which post qualification work experience is required to ascertain their eligibility.

POST/ LEVEL FOR WHICH CANDIDATE IS APPLYING	CORRESPONDING PAY SCALE BEING OFFERED FOR THE POST BEING APPLIED	NEXT BELOW PAY SCALE IN WHICH POST-QUALIFICATION INLINE WORK- EXPERIENCE IS REQUIRED AS ON CUT-OFF DATE FOR RECKONING ELIGIBILITY					
		PAY SCALES IDA PATTERN			EQUIVALENT CDA PATTERN		
		2017 BASED	1997 BASED	2007 BASED	2017 BASED	SCALE WITH GRADE PAY (7TH PC)	
<b>Asstt. Manager (E-2)</b>	₹50000-160000	₹8600- 250- 14600	₹16400 - 40500	₹40000- 140000	₹9300 - 34800	₹4600	₹44900-142400
<b>Deputy Manager (E-3)</b>	₹60000-180000	₹10750- 300- 16750	₹20600 - 46500	₹50000- 160000	₹9300 - 34800	₹4800	₹47600-151100
<b>Manager (E-4)</b>	₹70000-200000	₹13000- 350- 18250	₹24900 - 50500	₹60000- 180000	₹9300 - 34800/ ₹15600 -39100	₹5400	₹53100-167800/ ₹56100-177500
<b>Senior Manager (E-5)</b>	₹80000-220000	₹14500-350- 18700	₹29100 - 54500	₹70000- 200000	₹15600 - 39100	₹6600	₹67700-208700
<b>Chief Manager/ Sr. CMO (E-6)</b>	₹90000-240000	₹16000-400- 20800	₹32900 - 58000	₹80000- 220000	₹15600 - 39100	₹7600	₹78800-209200
<b>DGM (E-7)</b>	₹100000-260000	₹17500-400- 22300	₹36600 - 62000	₹90000- 240000	₹37400-67000	₹8700	₹118500-214100