

इंजिन निर्माणी आवडी
आर्मर्ड व्हीकल्स निगम लिमिटेड की इकाई
भारत सरकार का उद्यम
रक्षा मंत्रालय



ENGINE FACTORY AVADI
UNIT OF ARMoured VEHICLES NIGAM LIMITED
A GOVT. OF INDIA ENTERPRISE
MINISTRY OF DEFENCE

CIN :U35990TN2021GOI145504

DETAILED ADVERTISEMENT FOR ENGAGEMENT OF PROFESSIONALS ON FIXED TERM CONTRACT BASIS

Armoured Vehicles Nigam Limited (AVANI) (AVNL) is a new Defence PSU with its headquarters at Avadi (Chennai). It has five (05) constituent production units and has around 12,000 employees. AVNL produces battle tanks i.e T-72, T-90, MBT Arjun and Infantry Combat Vehicles, support vehicles (MPV, AERV etc.) and defence mobility solutions (Stallion, LPTA etc.) for the armed forces and home land security agencies. It is the current market leader in this segment. It is a new Government Company with Great Future. It offers great work environment and challenging opportunities for the professionals to prove their mettle. Applications are invited for the following position on fixed term contract basis in Engine Factory Avadi – A Unit of AVNL located at Avadi, Chennai -54.

Sl. No.	POST & Discipline	No of Posts	Qualification	Upper Age limit as on date of advertisement
1	Design Engineer-Mechanical	02 (UR)	B.E/B.Tech (4 years full time course) in Mechanical / Production / Manufacturing / Industrial Engineering degree from recognized Universities / Institution / college with 60% & above Experience: Minimum 02 years of experience in Uni-graphics NX software.	30 years
2	Design Assistant - Mechanical	02 (UR)	Diploma 3 year full time course in Mechanical / Production / Manufacturing / Industrial Engineering from recognized University / Institution / college with 60% & above. Experience: Minimum 02 years of experience in AutoCAD software & Uni-graphics NX.	30 years

Note: Detailed terms, qualifications, experience, Job Specifications, Skills required for above mentioned post are attached as **Annexure – A**.

How to Apply:-

1. Interested candidates may download the application from the website (www.avnl.co.in) as attached at Annexure –B to this advertisement. **Hard copy of duly filled in applications shall be submitted along with scanned self-attested copies** of evidence of proof of age, qualifications and experience. The application, complete in all respect together with the required fee should be sent only through speed post/courier service to “**The Works Manager / Admin, Engine Factory Avadi, Chennai, Dist: Chennai, Tamil Nadu – 600 054.**” Superscribing the envelope with the name of the post applied for. The last date for receipt of application at Engine Factory Avadi will be **21 days** from the **date of publication of this advertisement in the Employment News.**
2. Application fee (**Non-refundable Rs. 300/-**) to be paid through **SBI collect (PSU-> Armoured Vehicles Nigam Limited -> Miscellaneous)** or by means of a Demand Draft drawn in favour of **Engine Factory Avadi**, payable at Chennai. SC/ST/PWD/Ex-SM/EWS/Female applicants are exempted from payment of application fees.
3. Non-attachment of required documents as per application format will be treated as incomplete application and will be rejected forthwith. It is mandatory to fill all the relevant information such as qualification details, experience details, percentage of marks etc. In case of any variation in Name / Surname/spelling mentioned in the Application-cum-Biodata and in educational / professional qualification certificates, application will be liable to be cancelled. EFA management will not take any responsibility for any delay in receipt or loss in postal transit for any application or communication.
4. Applicant is requested to enter his / her active email address and mobile phone number which should be valid and operational, as all important communications will be sent to this email or mobile number. The engagement of above professionals on contract basis will be subject to the terms and conditions attached as **Annexure-C**. All the candidates are required to go through the terms and conditions thoroughly before filling their applications.



(योगेश कुमार YOGESH KUMAR)

का.प्र. / प्रशासन WM /ADMIN

कृते मुख्य महाप्रबंधक for CHIEF GENERAL MANAGER

DETAILED TERMS, QUALIFICATION, EXPERIENCE, JOB SPECIFICATION, SKILLS REQUIRED FOR THE POST

1.0. Job Location: Engine Factory Avadi, Chennai – 600 054. District: Tiruvallur, State: Tamil Nadu.

2.0. Terms of Engagement, Allowance and Job Description:

2.1. Design Engineer - Mechanical: Design Engineer will be engaged initially for a period of **ONE year** which may be extended up to a maximum **of three years** (including initial period) based on project requirement and individual's performance.

Year	Consolidated remuneration p.m	Additional benefits payable
1 st year	Rs. 50,000/- (inclusive all)	No increment shall be granted during the term of the contract.

2.1.a. Job Description:

1. Utilize NX software to develop layouts, designs and drawings that meet or exceed engineering specifications on time.
2. Work within a team to generate and review CAD models, convert 3D models to 2D drawings technical documentation, NX simulations and motion, and prototypes using industry, departmental and discipline standards.
3. Maintain CAD files and supporting documentation. Create and update database of design records for future reference purposes.
4. Review design layouts to find and resolve problems involving compatibility with basic design concepts.
5. Work with engineering and fabrication team to investigate and resolve problems with existing designs.
6. Make corrections to the drawings as requested by authorized personnel.
7. Adhere to strict company and partner information security protocols.
8. Support and maintain a positive safety culture by following all safety policies and procedures and actively contributing to a safe working environment.
9. Any other responsibilities as assigned by the reporting officer.

2.1.b. Qualifications & Requirements of Candidates for Design Engineer – Mechanical:

1. The candidates should have a minimum educational qualification of full time B.E / B.Tech in Mechanical Engineering.
2. The candidates should have proficiency in Auto-CAD and Uni-graphics NX software. Also, he/she should have working knowledge in MS office.
3. The candidates should have minimum 2 years of experience in Uni-graphics NX software.
4. Read and understand 2D drawings and 3D CAD models.
5. Knowledge of design techniques tools and principals involved in production of precision technical plans, blue prints, drawings and models.
6. Experienced in working with team on detailed CAD files and ability to explain the trouble areas on the files and offer up solutions.
7. Ability to design fixtures.
8. Knowledge about various manufacturing processes.

9. Knowledge about various engineering materials and related standards, heat treatment process according to application.
10. The minimum age of candidates must be more than 21 years & less than 30 years.
11. The candidate should have ability to summarize scientific and engineering principles in an easy way and understandable manner.
12. The candidates should have ability to design the components / sub-assembly / assembly aesthetically and functionally with new ideas.
13. The candidates should have in-depth knowledge in Unigraphics NX CAD software, motion / simulation in NX.
14. The candidates should have wide knowledge in new system / technology available in market to increase efficiency and maintain safety norms.
15. The candidates should have ability to plan effectively to ensure that machine / projects are delivered in time cost effectively.

2.2. Design Assistant – Mechanical: Design Assistant – Mech will be engaged initially for a period of ONE year which may be extended up to a maximum of three years (including initial period) based on project requirements and individual's performance.

Year	Consolidated remuneration p.m	Additional benefits payable
1 st year	Rs. 40,000/- (inclusive all)	No increment shall be granted during the term of the contract.

2.2.a. Job Description:

1. Will be assisting Design Engineer in generation and analysis of CAD data.
2. Will be coordinating with the production section and ensuring that components are being manufactured as per the drawings issued by R&D / DDO section.
3. Generation of 2D drawings from the 3D models in NX.
4. Maintain all project information with daily updates.
5. Assist with product / vendor sourcing.
6. Gather detailed information and quotes for preparation of accurate design proposals.
7. Create and prepare proposals as requested by the reporting officer.
8. Assist design Engineering / Analysis engineer with various design and administrative tasks related to all phases of project from initial planning to project completion.
9. Develop and prepare presentations through the use of power point.
10. Develop Auto-CAD drawings.
11. Maintain up-to-date knowledge of products and materials available in the market.
12. Maintain and develop vendor data base and accounts.
13. Maintain excellent organization of project files, samples and orders.
14. Track assigned tasks, appointments and correspondence with detailed follow-up to reach completion.
15. Any other responsibilities as assigned by the reporting officer.

2.2.b. Qualifications & Requirements of Candidates for "Design Assistant – Mechanical":-

1. The candidates should have a minimum educational qualification of full time Diploma course in Mechanical Engineering, basic Computer knowledge of MS office.
2. The candidates should have proficiency in Auto-CAD software. Also, he/she should have working knowledge in MS office.
3. The candidates shall have minimum 2 years' experience of working on Auto CAD software or Siemens NX.
4. The candidates shall have experience of Process Schedule, Flow Chart.
5. The candidates must have proficiency of Hindi & English language.



(योगेश कुमार YOGESH KUMAR)

का.प्र. / प्रशासन WM /ADMIN

कृते मुख्य महाप्रबंधक for CHIEF GENERAL MANAGER

Advt. No. and Date.....

Paste a recent passport size photograph

APPLICATION FOR THE POST OF

SL NO	PARTICULARS	DETAILS
1	Name (in Block Letters)	
2	Father's / Mother's / Husband's Name	
3	Gender (Male / Female)	
4	Date of Birth (DD/MM/YYYY) Age in years / months. As on the date of advertisement	
5	Whether belongs to SC/ST/OBC/PWD/others	
6	Highest Qualification	
7	Post qualification work experience as on the date of advertisement	
8	Date of retirement / separation from the last employment	
i.	Name of the company / Department (working / Retired)	
ii.	Whether CPSE/State PSU/Govt. Depart / reputed / Large Private sector organization	
iii.	Post currently held on regular (substantive) basis with pay scale, level and grade pay (under IDA & CDA pay scales) or on the date of retirement / separation	
9	Present address for communication	
10	Permanent address	
11	Telephone / Mobile No	
12	Email	
13	Aadhaar Number / PAN number	
14	Details of application fee remitted	
15	Mode / DD No. / DD. Date / Bank Details	

EDUCATIONAL QUALIFICATION:

Sl No	Qualification from 10 th class onwards	% of marks obtained / CGPA	Year of Passing	Name of School / College	Affiliated Institute / University

PARTICULARS OF EXPERIENCE

Name of the Company / Organization	Post Held	Period of Employment		Pay scale / Level & Grade pay in case of PSUs / Govt. Depts	CTC (in Rs.) in other cases	Major Responsibilities
		from	To			

Additional information if any which you would like to mention in support of your suitability for the post:

DECLARATION

I, Shri / Smt / Kum _____ have read the instructions carefully before sending this application. I hereby declare that all the statements made in this application are correct to the best of my knowledge and belief. I understand that any discrepancy found in the information will lead to cancellation of my candidature / debarment at any time.

Date :

Place :

Signature of the Candidate

Documents to be enclosed (whichever applicable):

- ❖ Valid document substantiating date of birth of the candidate (Secondary / Matriculation School certificate / birth Certificate).
- ❖ Education Certificates – Mark sheets & Degree (Diploma, Graduation, Post-Graduation).
- ❖ Work Experience-
 - a) Joining – Relieving letter from Company / Organization.
 - b) Experience / Service certificate / Salary statement / Bank statement issued by company / Organization. (It should indicate date of joining and date of relieving from each organization where worked).
 - c) Salary certificate together with ITR or Form-16A issued by present / past employers(s).
- ❖ Caste certificate in case of candidates belonging to reserved category.

TERMS AND CONDITIONS FOR ENGAGEMENT OF PROFESSIONALS ON FIXED-TERM CONTRACT

A. Selection Process: Selection will be based on qualification and experience and / or performance in the interview / interaction.

a) SCREENING:

Screening of Applications will be done by a Screening Committee constituted for that purpose. Candidates are required to fill in the Application form (attached with the advertisement) complete in all respects. The complete Application Form has to be submitted to EFA for screening by the Screening Committee. Candidates may be shortlisted for interview. The company may adopt higher criteria in case of receipt of more number of applicants meeting eligibility criteria.

b) INTERVIEW:

- ❖ If required, personal interview / interaction will be conducted.
- ❖ The offer of engagement shall be issued to the suitable candidates in the order of merit and based on the number of vacancies and will be subject to verification of antecedents and caste certificate (in case of reserved category candidates) as per Govt. of India guidelines.
- ❖ **Following weightage criteria will be followed for personal interview.**

Criteria	Weightage
Aggregate Marks secured in B.E / B.Tech etc.,	75%
1) 2.5 marks will be allocated for minimum experience stipulated for the post. 2) 1.25 marks will be allocated for every additional experience of 6 months subject to a maximum of 10 marks.	10%
Interview for shortlisted candidates	15%

- ❖ All such engagements will be recommended by a selection board constituted by the chief General Manager / EFA.

c) DECLARATION OF RESULT OF SELECTION:

- ❖ Only those candidates shortlisted may be called for interviews (physical / virtual).
- ❖ The names of candidates shortlisted for interview will be notified on AVNL website and call letter will be sent to their e-mails.
- ❖ Candidates are requested to print the call letter and comply with the instructions indicated therein.
- ❖ The results of the final selection, either on the basis of qualification and experience and / or interview will be published only on AVNL website.

B. Tenure:

The tenure of contract engagement on full time basis will be normally for the period specified in the advertisement against each post, which is extendable depending on the performance and requirements.

C. Age Limit:

The upper age limit of General category candidates shall be as mentioned against each post. AGE RELAXATION will be applicable as per relevant Government orders in various categories.

D. Qualifications & Experience:

Qualification and experience commensurate with the job description should be clearly specified in the application. The candidates are advised to ensure that they meet the qualification, experience and other criteria before filling the application.

E. Definition of Post Qualification Work Experience:

DEFINITION OF LARGE PRIVATE SECTOR ORGANIZATION / INSTITUTION / COMPANY OF REPUTE

Shall include listed companies (which would mean and include companies listed on NSE or group A & B of BSE)

OR

Organization / Institution / Companies with more than 500 employees.

OR

Having an annual turnover of more than Rs. 250 crores in the last financial year.

Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.

The work experience shall be in full time job on regular salary basis, after acquiring prescribed minimum essential educational qualification.

1. In case of intermittent nature of job, the actual days engaged in full time job only will be considered for calculating number of years of experience.
2. Any other nature of experience like freelance experience will not be considered as it is not a full-time job and required number of years of experience cannot be established.
3. Entrepreneurial experience will not be considered for the purpose of ascertaining required number of years of post-qualification experience.
4. Period of on-the-job training undertaken by the candidates as Management Trainee (MT) / Executive Trainee (ET) / Graduate Trainee (GT) in PSUs after acquiring the requisite qualification mentioned above shall be considered for determining post qualification work experience.
5. Article ship / Inter-ship / Academic Project / Teaching / Research experience shall not be considered as post qualification experience.
6. Period of apprenticeship under Apprenticeship Act shall be considered for the purpose of ascertaining required number of years of post-qualification experience.

F. Documentary Evidence for Work Experience:

The candidate is required to submit experience certificate / documentary evidence for establishing work experience as mentioned below:

For past employment:

WORK EXPERIENCE CERTIFICATE:

The submission of work experience certificate indicating the date of joining, date of relieving, pay last drawn, pay scale with duration and nature of jobs / specific areas of experience / experience in the relevant fields / Projects handled etc. is compulsory for all the past employments which the candidate is mentioning in the application form. In case experience certificate from any of the past employers is not submitted, it may lead to rejection of the candidature. So candidates are advised to ensure that the experience certificate indicating the date of joining, date of relieving and other details as mentioned above is attached for minimum requisite experience details mentioned in the application form.

II. FOR CURRENT EMPLOYMENT

1. Experience Certificate with all the details mentioned above.

OR

2. Offer letter / Appointment letter showing the date of joining (proof of date of joining) mentioned by the candidate in the application form.

OR

Offer letter / Appointment letter where date of joining is not mentioned along with any other document issued by the employer (including pay slip / identity card issued by employer) where date of joining is clearly mentioned.

And

3. Proof of continuity of present employment – latest pay slips for three months.

NOTE:

- i. If the candidate is not able to provide experience certificate for current employment, the candidate must submit the documents mentioned at SL. No. 2 & 3 to clearly prove the continuity in the job.
- ii. Self-declaration regarding nature of jobs/specific areas of experience / experience in the relevant fields / projects handled etc. will not be considered / accepted.
- iii. Non-submission of the documents as mentioned above for establishing requisite experience may lead to rejection of the candidature.

G. Remuneration:

- ❖ For fixed term contract of professionals – consolidated monthly remuneration.
- ❖ Payment will be made after Tax deduction at source. TDS certificate shall be issued by the company.

H. Other Terms and Conditions:

- i. The engagement is purely temporary and contractual and on Fixed Term Basis and it is not against any permanent vacancy. This engagement will not entitle any candidate to claim for regular / permanent employment in the company. Accordingly, nothing within or relating to the contract shall establish the relationship of employer and employee, or of principal and agent, between the company and the contracted professional. They will not be entitled for any benefit / compensation / absorption / regularization / permanent employment in the Company except the fixed remuneration
- ii. The persons engaged on full time basis will not be allowed to take any other assignment during the period of contractual engagement
- iii. Total paid leave admissible shall not exceed 15 days in a year.
- iv. DA, HRA or any other allowance shall not be admissible. No accommodation and Medical facilities will be admissible. However, Company accommodation may be provided in special cases with the permission of CGM/EFA on payment of applicable license fees and other charges.
- v. TA, DA while on official tour will be paid on case to case basis. In case of retired Govt. / CPSE personnel, it may be as per his entitlement at the time of retirement. In other cases, it will be decided on case basis with the approval of Competent / Authority. Company units will provide transit accommodation in their guest houses. Company units may also provide local transport.
- vi. The persons engaged can be assigned additional responsibilities / tasks in addition to their specialization and assigned tasks.
- vii. They will work on full time basis and on all working days as applicable or in operation in the company. They may also be required to work beyond the normal working hours and on holidays too, in case of functional requirement.

- viii. **The engagement can be discontinued or terminated with one-month notice or one-month salary as the case may be decided by either side without assigning any reasons.**
- ix. The incumbents are liable to be transferred / posted anywhere in India at the discretion of the Company.
- x. Those working must submit NOC at the time of Interview and should submit proper relieving letter from present employer in the event of selection.
- xi. **The cut-off date of age, qualification and experience will be the date of advertisement.**
- xii. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.
- xiii. Only full-time regular courses will be considered as qualification and all qualifications should be recognized by AICTE/UGC/appropriate Indian Statutory Authorities. Wherever CGPA/OPGA or letter grade in a Degree is awarded, equivalent percentage of marks should be indicated in the application as per norms adopted by University / Institutes. Candidates will be required to submit documentary proof / certificate to this effect from the Institute / University at the time of interview, if called for the same.
- xiv. Mere submission of Application does not guarantee the adequacy of candidature for being considered for further selection process. Mere fulfilling of eligibility criteria shall not confer any right to the applicant for being called for interview / appointment. **Canvassing in any form will disqualify the candidate.**
- xv. Candidate will have to bring an original valid Photo ID (Aadhar Card etc.) and other original documents for verification at the time of interview / medical, joining, if called for.
- xvi. **EFA, AVNL** also reserves the right to cancel / amend the advertisement and / or the selection process there under. The number of positions filled may increase or decrease depending on the requirement of **EFA**.
- xvii. No TA / DA shall be paid to any candidate for attending interview in **EFA/AVNL**.
- xviii. Engagement of the selected candidate will be subject to medical fitness by the Medical officer nominated by **EFA, AVNL**.
- xix. Police verification report (**PVR**) is a pre-condition for engagement of the selected candidates. Candidates will have to obtain a formal Police verification report before joining.
- xx. **No correspondence will be entertained from the candidates not selected / interviewed.**
- xxi. Candidates should ensure that they fulfil the eligibility criteria prescribed for the post they have applied. In case it is found at any stage of selection process or even after appointment that the candidate has furnished false or incorrect information or suppressed any relevant information / material facts or does not full fill the criteria, his / her candidature / services are liable for rejection / termination without notice.
- xxii. Any corrigendum / clarifications of the advertisement, if necessary, shall only be uploaded on www.avnl.co.in and no separate press coverage shall be done for this purpose.
- xxiii. All disputes / cases related to this recruitment process are subject to jurisdiction of courts at Chennai only.
- xxiv. Management reserves the right to cancel / restrict / enlarge / modify / after the recruitment / selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.
- xxv. **EFA/AVNL** reserves the right to relax age / experience / qualification & other qualifying criteria in deserving cases.
- xxvi. All information regarding this recruitment process would be made available in the website www.avnl.co.in only. Applicants are advised to check the website periodically for important updates.

- xxvii. **The candidates must have an active e-mail ID & Mobile number which must remain valid for at least next one year.** All future communications with the candidates will take place only through E-mail. Candidates have to ensure accuracy of their E-mail ID & Mobile number. No change in E-mail ID & Mobile number as declared in the application will be allowed. The Company shall not be responsible if the information / intimations do not reach candidates in case of change in the mobile number, email address, connectivity / network issues, technical fault or otherwise, beyond the control of the company. Candidates are advised to keep a close watch on the company website (www.avnl.co.in) for latest updates.
- xxviii. Application fee (Non-refundable Rs. 300/-) **SC/ST/PwD/Ex-SM/Female candidates are exempted from payment of applications fees.**
- ❖ Payment of processing fee of Rs. 300/- (Rupees Three Hundred Only) through SBI collect (PSU-Armoured Vehicles Nigam Limited – Miscellaneous) or by means of a **Demand Draft drawn in favour of Engine Factory Avadi, Payable at Chennai.**
- xxix. Applications that are incomplete, not in prescribed format, not legible, without the required certificates and without requisite fee, shall be summarily rejected without assigning any reasons and no correspondence in this regard shall be entertained.
- xxx. For any queries regarding this recruitment please send **E-mail to yogesh.kumar49@gov.in** or contact **at 044-26845117** on working days (**Monday to Friday**) from **10 am to 5.00 pm.**
- xxxi. Clarifications / Decisions of the company respect of all matters pertaining to this recruitment would be final and binding on all candidates.
- xxxii. Any other terms and conditions of engagement can be determined and incorporated with the approval of the Competent Authority.
- xxxiii. Relaxation of age for SC/ST/OBC-NCL/PWD and Ex-servicemen / J&K domicile category will be as per Govt. of India guidelines. Reserved category candidates applying against unreserved post shall be treated as General category and no relaxation shall be given. The reserved category candidates are required to submit the caste /category certificate in prescribed format of Government of India, issued by the competent authority. OBC candidates belonging to creamy layer category should apply as general category and against general vacancies only.

AVNL's DECISION FINAL:

The decision of Chairman & Managing Director, AVNL in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, conduct of interviews, selection and engagement of selected candidates will be final and binding on the candidates and no query / correspondence will be entertained in this regard.

Last date for receipt of Application at AVNL CO:

The last date of receipt of application will be 21 days from the date of publication of this **advertisement in the Employment News.**

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