



CIN-U35990TN2021GOI145504

ENGAGEMENT OF PERSONNEL UNDER FIXED TENURE CONTRACT FOR MPF AMBARNATH
Advertisement no. EN-31/16, dtd. 01/11/2025 last Date of Application is 21/11/2025

“Armoured Vehicle Nigam Limited (AVANI) (AVNL) is a new Defence PSU having its headquarter at Avadi (Chennai). It has (05) production units and 10,010 employees. AVNL manufactures Combat Vehicles, support vehicles, Defence Mobility solutions, Kavach-Mod III, SPM and Electronic Fuzes for Armed forces, Homeland security agencies and Navy. 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.”

Offline applications are invited from young professionals for engagement on Fixed Tenure Contract (FTB) basis for a minimum period of one year which may be extended up to maximum four years for the following posts in AVNL-Ambarnath, (MPF). Separate applications are required if candidate wants to apply for more than one post.

Kindly note, All applications should be forwarded to the below mentioned address through Indian Post only, other modes of communications will not be entertained:

Add: Chief General Manager, Armoured Vehicles Nigam Limited (MPF), Ord. Estate, Ambarnath, Dist. Thane, Maharashtra Pin 421 502:

1. Details of Posts:-

Junior Technician (Contract)	Remunerations per month includes (Basic Pay + Ind. DA + Spl. Allowance, and Rs. 3000/- for other allowance)	No of Post with Reservation of Vacancies					
		UR	EWS	OBC	SC	ST	Total
Turner	Rs. 34,227/- (Basic Pay Rs. 21,000/- annual increment @ 3% of the Basic pay i.e. Rs. 630/-)	15	3	9	5	3	35
Machinist		15	3	9	5	3	35
Fitter		5	1	3	1	0	10
Electronic Fitter		10	2	7	4	2	25
Electric Fitter		4	0	1	0	0	5
Millwright		4	0	1	0	0	5
Examiner		7	1	4	2	1	15
Total		60	10	34	17	9	130
Junior Manager (Contract) Name of the Post							
Environmental Engineering	Rs. 47,610/- (Basic Pay Rs. 30,000/- annual increment @ 3% of the Basic pay i.e. Rs. 900/-)	01					01
Diploma Technician (Contract) Name of the Post							
Tool Design	Rs. 37,201/- (Basic Pay Rs. 23,000/- annual increment @ 3% of the Basic pay i.e. Rs. 690/-)	02					02

2. QUALIFICATION & EXPERIENCE:

S. No	Name of the Post	Qualification
1	Junior Manager (Contract) Environmental Engineering	First Class Degree in Environmental Engineering
2	Diploma Technician (Contract) (Tool Design)	Diploma in Mechanical Engineering (Tool & Die)
3	Junior Technician (Contract) Turner	NAC/NTC in Turner
4	Junior Technician (Contract) Machinist	NAC/NTC in Machinist
5	Junior Technician (Contract) Fitter	NAC/NTC in Fitter General / Mechanic Machine Tool Maintenance / Tool & Die Maker
6	Junior Technician (Contract) Electronic Fitter	NAC/NTC in Electronics Mechanic
7	Junior Technician (Contract) Electric Fitter	NAC/NTC in Electrician / Power Electrician
8	Junior Technician (Contract) (Millwright)	NAC/NTC in Millwright Mechanic / Mechanic Machine Tool Maintenance / Mechanic Advanced Machine Tool Maintenance / Mechanic Mechatronics
9	Junior Technician (Contract) Examiner	NAC/NTC in Fitter / Machinist / Welder / Electrician / Fitter Electronics.

Post Professional Qualification Experience (PPQE):

- 2.1 Experience will be as specified for each post.**
- 2.2 Academy/Teaching/Research work, experience in non-profit organizations, internship/project work placements are part of academic curriculum and will not be considered as experience.**
- 2.3 Work experience prior to completion of the qualification will not qualify as relevant Post Qualification Experience.**
- 2.4 The decision of the Committee with respect to experience will be final.**
- 2.5 Those working must submit NOC at the time of Interview and should submit proper relieving letter from present employer in the event of selection.**
 - i. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.**
 - ii. The work experience shall be in full time job on regular salary basis, after acquiring prescribed minimum essential educational qualification.**
 - iii. 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.**
 - iv. 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.**
 - v. Entrepreneurial experience will not be considered for the purpose of ascertaining required number of years of post-qualification experience.**
 - vi. 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.**
 - vii. Period of apprenticeship under Apprenticeship Act shall be considered for the purpose of ascertaining required number of years of post-qualification experience.**
- 2.8 Documentary evidence for work experience: The candidate is required to submit experience certificate / documentary evidence for establishing work experience as mentioned below;**
 - i. For Past employment: The certificate must indicate 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. In case experience certificate from any of the past employers is not submitted, it may lead to rejection of the candidature.**
 - ii. For Current employment: Experience Certificate with all the details mentioned above OR Offer letter/ Appointment letter showing the date of joining (Proof of date of joining) And Proof of continuity of present employment (Pay slips for last three months).**

NOTE: Non-submission of the documents as mentioned above for establishing requisite experience may lead to rejection of the candidature.

- 2.9 The cut-off date for age, qualification and experience will be the date of advertisement.**

3.0 EXPLANATORY NOTES ON QUALIFICATION:

- 3.1 The qualification of Degree in Engineering / Technology would mean Regular / Full Time Degree in Engineering / Technology [eg. B.E./B.Tech) / B.Sc (Engg.)] acquired from recognized Universities/Institutions under the 10+2+4 or 10+2+5 system.**
- 3.2 The qualification of University Degree (eg. BA/BSc/B.Com) would mean Regular / Full Time Degree acquired from recognized Universities/Institutions under the 10+2+3 or 10+2+4 or 10+2+5 system.**
- 3.3 The qualification of Post Graduate Degree / Post Graduate Diploma (eg: MA/ MSc /M.Com/ MBA/ PGDPM&IR) would mean Regular / Full Time University Degree plus Regular /Full Time PG Degree/PG Diploma acquired from recognized Universities/Institutions under the 10+2+3+2 or 10+2+4+2 or 10+2+5+2 system.**
- 3.4 Diploma would mean Regular/ Full Time Diploma in Engineering/Technology acquired from recognized Institutions /State Board of Technical Education.**
- 3.5 NTC/NAC would mean certificate issued by National Council for Vocational Training (NCVT).
All the Qualifications possessed by the candidates as also Qualifications / Courses being pursued by them at the time of submitting the Application for engagement, are to be clearly indicated in the Application. In other words, all the qualifications already possessed and Qualifications /Courses which are being pursued / currently undergoing are to be indicated in the Application while submitting the same for notified posts.**
- 3.6 In General, all the qualification (Degree / Diploma etc) prescribed for induction in the Company should be of Regular and Full Time course from a recognized University/Institution. In other words, the qualifications acquired through Correspondence / Distance Education / Part Time / E-Learning cannot be equated with a Regular / Full Time course as above. However, for the programs for which AICTE is the regulator, its approval for ODL course is necessary. In brief AICTE does not recognize ODL degrees in subject areas other than Management and Information Technology. But for other non-professional courses/degrees acquired by individuals from the UGC recognized ODL programs are valid degrees for appointment to the posts in PSUs (OM No.DPE-GM-120001/2015-GM-FTS-3756 dated 25/05/2015**

4. Age Limit:

- 4.1 The Upper Age Limit prescribed for all the above posts shall not exceed 28 years on the closing date of application.**
- 4.2 The Upper Age Limit is relaxed by 3 years for OBC(Non-creamy layer) candidates and 5 years for SC/ST candidates in the post reserved for them.**
- 4.3 Ex-Apprentice Trainees: In case of Ex-Apprentice Trainees, if age bar comes in the way of the candidate the same would be relaxed to the extent of the period for which the Apprentice had undergone training, in line with Apprentice Act.**
- 4.4 Proportionate relaxation in upper age limit will be given to the candidates having relevant work experience. The upper age limit is relaxable for the candidates with relevant post qualification experience, to a maximum extent of 7 years. Relaxation in age would be one year for every completed year of relevant post qualification experience over & above to prescribed maximum age limit of the post.**
- 4.5 Candidates seeking age relaxation shall enclose the relevant certificates issued by Competent Authority.**
- 4.6 Maximum age shall not be more than 55 with all relaxations.**

5. **Remuneration:** During the period for Engagement the candidates will be paid following remuneration per month including Basic Pay +IDA +Spl. Allo. + OTA 3000/- Candidate will be eligible for annual increment of 3% of B. pay in subsequent years if continued.

Name of the Post	Minimum Basic Pay	IDA	Special Allowance @5% of Basic	Other benefits & allowances to medical & accidental insurance premium, conveyance and telephone facilities etc. (OTA)*	Total Remuneration per month Rs.
Junior Manager (Contract) (Tech/NT)	30,000	13,110	1,500	3,000	47,610/-
Diploma Technician (Contract)	23,000	10,051	1,150	3,000	37,201/-
Assistant (Contract)	23,000	9,177	1,050	3,000	37,201/-
Junior Technician (Contract)	21,000	10,051	1,150	3,000	34,227/-

5.1 OTHER BENEFITS & ALLOWANCE:

- i) A amount of (OTA)* of Rs. 3000 per month for meeting all their other requirements including Medical and Accident insurance premium, conveyance and telephone facilities etc.
- ii) Candidates will be eligible for Industrial Canteen facility.
- iii) Provident Fund contributions will be calculated taking into account the Basic Pay + Dearness Allowance components and is included in the compensation.
- iv) PF shall be deducted as per statutory maximum wage ceiling decided by EPFO from time to time.
- v) **Gratuity:** On successful completion of the tenure of the Fixed Tenure Engagement or upon its earlier termination, after engagement for more than 1 (one) year, for a cause not attributable to the engaged candidate, they will be entitled to receive gratuity @ 15 days pay for each completed year of engagement period or part thereof in excess of 6 (six) months, for which, the monthly instalment of the annual consolidated pay shall be divided by 26 to calculate one day's pay.
- vi) **Ex-gratia payment:** In case of death by accident arising out of or in the course of employment in the premises of the Company, an ex-gratia payment of Rs. 10 lakhs shall be extended to the family of the deceased person.
- vii) **Accommodation:** Accommodation may be provided in the Units in which they are working subject to availability on payment of Licence fee as prescribed by AVNL. The license fee may be relaxed on case to case basis with the special sanction from CGM. HRA in lieu of accommodation will not be provided.

6. SELECTION PROCEDURE:

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. Candidates may be shortlisted for selection. The Company may adopt higher criteria in case of receipt of more number of applicants meeting Eligibility criteria..

6.1 Selection will be based on any of the following methods/procedures may be adopted:

- i) Interview, or,**
- ii) Written Test, or,**
- iii) Written Test and Interview**
- iv) Any other prescribed method (Qualification and/or Experience etc).**

6.2 The selection process as indicated above is tentative. Selection Process may, however, vary depending upon number of applicants, administrative/ business requirements of the Company. The Management reserves the right to raise the minimum eligibility standards / criteria for short listing of candidates. All such engagements will be recommended by a Selection Board constituted by the concerned Head of the Unit/Corporate Office.

6.3 For the post of Junior Manager (Contract) Minimum 6.9 CGPA required for first class degree

6.4 For the post of Junior Technician (Contract): Five extra marks to Ex-Trade Apprentices of AVNL Group of Units while calculating weightage of total marks (100 marks) based on their final examination marks obtained in NTC/NAC (NCVT) whichever is applicable would be given.

6.5 Candidates shall possess minimum 65 % Marks in the required educational qualification (relaxable by 10% for SC/ST/PwBD).

6.6 Minimum Qualifying Marks may be fixed for each procedure. Relaxation as per the Government guidelines will be extended to SC/ST/OBC, candidates.

Declaration of Result of Selection:

6.7 Candidates possessing the Educational qualification prescribed above shall be shortlisted based on the marks obtained in the final examination of the required educational qualification to the extent of 1.5 times the number of vacancies.

6.8 Candidates shortlisted shall be subject to Document Verification and those candidates clearing document verification shall be subject to Interview/Trade Test.

6.9 Candidates not clearing Document verification on time shall not be allowed to proceed further.

6.10 Interview/Trade Test/Practical shall be conducted only at MPF, Ambarnath.

6.11 The Final Merit list shall be prepared as per the weightage of Marks mentioned & Conducted Test and will be published on (<https://ddpdoo.gov.in>) / (<https://avn1.co.in>) only.

6.12 Selection will be based on the order of merit. In case more than one candidate secures the same mark, the candidate older in age by date of birth shall be considered for deciding place in the merit list.

6.13 Call letters to shortlisted candidates will be sent by e-mail only.

6.14 Any corrigendum/clarifications shall be uploaded only in the AVNL website (<https://ddpdoo.gov.in>) / (<https://avn1.co.in>) and no separate press coverage shall be done for this purpose.

7. **Nature of Engagement**

The Company retains the right to engage in the post advertised as per the functional requirement. Even after the advertisement for engagement, the management will have the right to change the number of posts or not to fill up any of the posts or raise the minimum eligibility standards or cancel engagement process without assigning any reason.

7.1 The engagement is not against permanent vacancy and will not entitle any candidate to claim regular/permanent employment in the Company in future.

7.2 The engagement is purely a temporary and ad-hoc engagement for a fixed tenure to meet temporary functional requirements. The engagement shall be on fixed tenure contractual basis. The person so engaged, has no lien, right or tenure against any post in AVNL, and shall not at any time during or after expiry of the term of engagement or its premature termination, make any claim for regularization or employment in AVNL.

8. **Tenure of Engagement**

The tenure is for a period of **ONE** year from the date of engagement. The tenure will come to an end automatically on completion of the fixed tenure, without any further notice. However, the same may be extended up to a maximum period of four years (including initial period) based on requirement and individual performance with the approval of the Head of the Unit. Extension of tenure beyond 4 years may also be considered with the approval of Competent Authority.

9. **Termination of Engagement:**

9.1 The tenure will come to an end automatically at the completion of the fixed tenure unless extended. The engagement can also be terminated, at any time, by giving one months notice by either party or payment of the monthly remuneration in lieu of the Notice. The Tenure Based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company.

9.2 An candidate is liable to be discharged at any time from engagement on being found medically unfit.

9.3 An candidate who remains unauthorized absent from duty or place of work either without sanction of any leave or after expiry of sanctioned leave, if any, and does not report for duty for any reason whatsoever within 15 consecutive days from the date of his/her unauthorized absence, shall be deemed to have voluntarily abandoned the engagement with the company without notice and will be treated as automatic termination. However, if subsequently his/her unauthorized absence is satisfactorily substantiated and accounted for, within 15 consecutive days from the date of the termination order to the entire satisfaction of the management, the management may regularize his/her period of unauthorized absence on such terms and conditions as it may deem fit and proper.

10. **How to apply:**

10.3 Interested candidates may apply **OFFLINE** by sending application form's duly filled & signed with passport size photo pasted on application form and signed. Self certified copies of certificates are also to be attached with application form's, Application form's complete in all respect should be forwarded by Indian Post to the:- (CGM, **Armoured Vehicles Nigam Limited, Machine Tool Prototype Factory, Ordnance Estate, Ambarnath, Dist. Thane, Maharashtra Pin 421 502:**

(Kindly mention Advertisement no. EN-31/16, dtd. 01/11/2025 & post applied on the envelope)

- 10.4 Application Fee:** is Rs. 300/- As per (Annexure C), SC/ST/PwBD/ExSM/EWS/Female candidates are exempted from payment of application fees. The candidates shall attach a copy of receipt of payment with the application form.
- 10.5** 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.
- 10.6** 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 Bio data and in educational/ professional qualification certificates, application will be liable to be cancelled.
- 10.7** Applicants are advised to make sure that to meet the eligibility requirements as per vacancy notification before submitting the application. MPF management will not take any responsibility for any delay in receipt or loss in postal transit for any application or communication.
- 10.8** Applicants are requested to enter his/her **active mobile phone number & email address (clearly)** which should be valid and operational, as all important communications will be sent to this mobile number and email. The engagement of above professional on contract basis will be subject to the terms and conditions attached as **Annexure - B**. All the candidates are required to go through the terms and conditions thoroughly before filling their applications.
- 10.9** No TA/DA will be admissible for attending Interview/Trade Test/Practical Test.
- 10.10** All disputes / cases related to this recruitment process are subject to jurisdiction of courts at Mumbai only.
- 10.11** For any queries regarding this recruitment please send E-mail to mpf@ord.gov.in on all working days from 9.30 AM to 05.00 PM (Monday to Friday).
- 10.12** Canvassing in any form will result in disqualification and cancellation of candidature.

Sd/-
CHIEF GENERAL MANAGER