



THE FERTILISERS AND CHEMICALS TRAVANCORE LIMITED
Schedule “A” multi-divisional Central PSU

Recruitment Notification No.: 08/2025 dated 01.11.2025

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

Post Code	Post	Specification	Age
1	Technician (Instrumentation) on Fixed Tenure Contract (Adhoc basis)	Diploma in Instrumentation Engineering.	Maximum of 26 years as on 01.11.2025
2	Craftsman (Machinist) on Fixed Tenure Contract (Adhoc basis)	Standard X pass with National Trade Certificate in the trade of Machinist.	Maximum of 26 years as on 01.11.2025
3	Craftsman (Auto Electrician) on Fixed Tenure Contract (Adhoc basis)	Standard X pass with National Trade Certificate in the trade of Mechanic Auto Electrical and Electronics	Maximum of 26 years as on 01.11.2025

Note:

- a. Relevant date for determining eligibility with regard to all eligibility criteria such as qualification, experience, age, apprenticeship etc. stipulated in the notification will be “**01.11.2025**”.
- b. For Post Codes 1 and 2, preference will be given to those who have Completed Apprenticeship Training for the specified qualification in FACT and submitted COP (Certificate of Proficiency) / NAC (National Apprenticeship Certificate) as applicable, issued by Directorate General of Training/NCVT.
- c. Only male candidates are eligible to apply for Post Codes 1, 2 and 3.
- d. Requirement at Post Codes 2 & 3 are for recruitment on Kerala State basis and candidates applying to these posts shall submit domicile certificate for the State of Kerala.
- e. Candidates who have resigned or were relieved other than at the end of term of contract/ completion of work from temporary/adhoc engagement of FACT will not be considered for engagement.

General terms and conditions for appointment

1. The engagement will be for a term of two years, renewable for a maximum period of 2 spells of one year each, at the discretion of the Management, subject to requirement, performance, assessment etc. Engagement is also liable to be terminated by the Management with 15 days’ notice or pay in lieu of notice, at its discretion without assigning any reason.



2. Candidates offered engagement as above will be paid a consolidated pay of Rs.25,000/- per month for the Post Codes 1, 2 and 3 and an increase of 3% on successful completion of each year. Leave, ESI, Provident Fund, Shift allowance, TA & DA for duty travel will be applicable based on eligibility, as per Rules of the Company.
3. Reservation for SC, ST, OBC (NCL), EWS, PWBD and Ex-Servicemen category will be applicable as per Government Directives. EWS candidates shall submit EWS certificate of relevant year (income of 2024-25). OBC-NCL candidates shall produce OBC-NCL certificate issued by competent authority within 6 months prior to joining. Criteria for determining the category shall be as per Government of India directives as applicable to Central Government establishments. Candidates belonging to Persons with Benchmark Disability (PwBD) shall submit Disability Certificate issued by an authority as prescribed in the Rights of Persons with Disabilities Rules, 2017.
4. Eligible candidates should have been born on or between 01.11.1999 and 31.10.2007. Relaxation in maximum age limit is permissible upto 5 years for SC/ST candidates, 3 years for OBC (NCL) candidates and 10 years for PWBD (Disability 40% and above) candidates. Relaxation to Ex-Service personnel will be applicable as per GOI guidelines. Matriculation / School leaving certificate granted by Board of Secondary Education shall be the only acceptable document in support of proof of age.
5. Educational Qualification must be approved / recognized by UGC (University Grants Commission) / AICTE (All India Council for Technical Education) / AIU (Association of Indian Universities). Candidates with qualifications acquired from foreign universities should produce order/ letter in this regard under which it has been approved / recognized by AIU.
6. Educational qualification shall be acquired by full time regular course. Those who have studied part time or through correspondence /distance/ private study/off campus course are not eligible to apply. (For Ex-servicemen, the essential qualification acquired/awarded as part of their service and certificate issued by Armed Forces will be considered as eligible).
7. Candidates appeared for final year / final semester exam and awaiting results of prescribed essential qualification specified, for posts at Post Codes 1 to 3 may also apply. Acquiring the essential qualification by appearing for exams subsequent to the relevant date will not be accepted under any circumstances.
8. The engagement will be subject to the candidate being medically fit and continuing to be medically fit during the period of contract as per the standards prescribed by the Company.
9. Engagement under this notification is only for fixed term and will not in anyway directly or indirectly confer any right for extension of term of engagement or for permanent appointment or preferential treatment in appointment in the Company.
10. Eligibility of candidates will be determined based on information furnished in application and documents submitted by the candidates. In all stages of the selection process, candidature will be provisional.



11. Candidates after preliminary scrutiny of documents submitted along with the application will be ranked on the basis of the following criteria in the order given below

For Post Code 01- Technician (Instrumentation)

- i. Completed Apprenticeship Training for Diploma Instrumentation in FACT and submitted COP (Certificate of Proficiency) issued by Directorate General of Training/NCVT.
- ii. Earlier year of passing the relevant qualification (Year as mentioned in Course certificate).
- iii. Earlier date of birth

For Post Code 02 – Craftsman(Machinist)

- i. Completed Apprenticeship Training for ITI Machinist Trade in FACT and submitted NAC (National Apprenticeship Certificate) issued by Directorate General of Training/NCVT
- ii. Earlier year of passing the relevant qualification (Year as mentioned in Course certificate).
- iii. Earlier date of birth

For Post Code 03 – Craftsman(Auto Electrician)

- i. Earlier year of passing the relevant qualification (Year as mentioned in Course certificate).
- ii. Earlier date of birth

12. Management reserves the right to (i) short list candidates by adopting such methods or criteria found suitable at the discretion of the Management, and (ii) modify the mode of selection etc. The decision of the Company about the mode of selection, requirements, eligibility criteria, shortlisting of candidates etc. shall be final and binding. No correspondence will be entertained in this regard.

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

14. Engagement from the panels will be at the sole discretion of the Management, based on requirements, shift working etc, following reservation rules.

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

16. Later engagements, if any, from the panel drawn up based on the notification will be subject to meeting the age limits as above, as on the date of engagement.

17. Candidates desiring to apply for the post against this notification can register themselves by filling and submitting the details in the Online Form by clicking the Online Registration link provided in the website www.fact.co.in>>Careers>> Job Openings>> Recruitment Notification 08/2025. The following shall be ensured while submitting the application through Online method.



- i. All necessary data shall be filled in the Online Forms as prescribed.
- ii. Application Form in the prescribed format (given as “Application Form” in the website along with this notification), shall be manually filled, signed, photo affixed and uploaded in PDF format in the prescribed place provided in the Online Form.
- iii. After filling and uploading the documents, the Online Form shall be submitted by clicking the **Submit** button.
- iv. Uploaded Application Form in original (mentioned in (b) above) along with self-attested copy of (1) Proof of Date of Birth, (2) Certificates to prove educational qualification from Std X onwards (both mark sheet and Pass Certificate), (3) COP/NAC issued by Board of Apprenticeship Training if any, (4) Training completion certificate issued by FACT Training School, if any, (5) Certificates to prove relevant experience mentioned in the Application Form, (6) Certificate showing proof of Caste / PWBD/Ex-Servicemen etc, if reservation/relaxation is claimed on account of these, (7) Self Declaration for OBC-NCL candidates, (8) State Domicile Certificate of Kerala, (9) Aadhaar, shall be send **by Speed Post/Registered Post to DGM (HR), HR Department, FEDO Building, FACT, Udyogamandal, PIN-683501** so as to reach latest within 7 days from the last date of submitting online form.
- v. Envelope containing the application shall be superscribed with “Application for the post of () - Ad.08/2025”.
- vi. Application received by post without submitting online Form and online Form submitted without uploading Application Form / receiving Application by post will not be accepted.
- vii. Last date for submission of Online Form will be **4.00PM on 15.11.2025.**

How to Apply	
Stage1	Stage2
Submit Online Form on or before 4.00PM on 15.11.2025 and upload Application Form prescribed.	Send the original Application Form uploaded with all relevant certificates / documents by Speed Post/Registered Post so as to reach us on or before 21.11.2025

18. Originals of the documents shall be furnished as and when called for.

19. All further notifications shall be through the Company website and therefore candidates shall visit our website www.fact.co.in for updates. Individual communications to the candidates will be only through the e-mail id mentioned in the application form and candidate shall keep the said e-mail id given, valid and functional at all times. Company will not be held responsible for failure of communication sent through the e-mail id provided by the candidate.



20. Applications and all connected documents of those applicants not included in the Panel will not be retained for more than one year from the date of publication of the Panel.
21. Any dispute with regard to recruitment against this notification will be settled in courts within the jurisdiction of Ernakulam, Kerala State only.

Deputy General Manager (HR)