



रामगुण्डम फर्टिलाइजर्स एण्ड केमिकल्स लिमिटेड
RAMAGUNDAM FERTILIZERS AND CHEMICALS LIMITED
 4TH FLOOR, MOHTA BUILDING,
 4, BHIKAJI CAMA PALACE,
 NEW DELHI - 110066,
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NATIONAL FERTILIZERS LIMITED
 A-11, SECTOR -24, NOIDA - 201301
 DISTT. GAUTAM BUDH NAGAR, U.P.
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Advertisement No.: 04 (RFCL)/2019

Dated: 07.09.2019

REQUIREMENT OF EXPERIENCED PROFESSIONALS IN RFCL

Ramagundam Fertilizers & Chemicals Limited (RFCL) is a Joint Venture Company formed by National Fertilizers Limited (NFL), Engineers India Limited (EIL) and Fertilizers Corporation of India limited (FCIL) to take forward the revival of Ramagundam Unit of FCIL by setting up of gas based Ammonia - Neem Coated Urea complex at existing Ramagundam site of FCIL, District Karim Nagar, Telangana-505210. RFCL is setting up a state of the art Ammonia, Urea plant which is likely to be commissioned in the last quarter of 2019.

National Fertilizers Limited (NFL), a Mini-Ratna, Central Public Sector Undertaking, has been engaged as Manpower Management Consultant by RFCL. Online applications are invited from experienced and result oriented professionals for manning the following positions in RFCL:-

A. VACANCY POSITION (Table 01)

POST CODE	POST NAME	2017 IDA BASED PAY SCALE / CTC OFFERED	DISCIPLINE	VACANCY POSITION #	UR	RESERVATION					POSTS IDENTIFIED FOR PwBD CATEGORIES @	
						SC	ST	OBC (NCL)	EWS **	PwBD \$		
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)	(xi)	(xii)	
EXECUTIVE VACANCY												
01	ASSTT. MGR.	E-2	₹13.13	CHEMICAL	17	09	02	01	04	01	01-OH	OH: OA, OL
02	DY. MGR.	E-3	₹15.75		05	03	01	-	01	-	-	
03	MANAGER	E-4	₹18.38		01	01	-	-	-	-	-	
04	SR. MANAGER	E-5	₹21.00		01	01	-	-	-	-	-	
05	DY. GM	E-7	₹26.25		01	01	-	-	-	-	-	
06	ASSTT. MGR.	E-2	₹13.13	MECHANICAL	02	01	-	-	01	-	01 HH*	OH: OL HH
07	MANAGER	E-4	₹18.38		01	01	-	-	-	-	-	
08	SR. MANAGER	E-5	₹21.00		02	02	-	-	-	-	-	
09	ENGINEER	E-1	₹10.50	ELECTRICAL	01	01	-	-	-	-	-	OH: OL HH
10	MANAGER	E-4	₹18.38		01	01	-	-	-	-	-	
11	SR. MANAGER	E-5	₹21.00		01	01	-	-	-	-	-	
12	CM	E-6	₹23.63		01	01	-	-	-	-	-	
13	ASSTT. MGR.	E-2	₹13.13	INSTRUMENT- ATION	02	02	-	-	-	-	-	OH: OL HH
14	DY. MGR.	E-3	₹15.75		02	02	-	-	-	-	-	
15	MANAGER	E-4	₹18.38		01	01	-	-	-	-	-	
16	SR. MANAGER	E-5	₹21.00		02	02	-	-	-	-	-	
17	DY. GM	E-7	₹26.25		01	01	-	-	-	-	-	
18	SR. MANAGER	E-5	₹21.00	CIVIL	01	01	-	-	-	-	-	OH: OA, OL HH
19	SR. CHEMIST	E-1	₹10.50	CHEMICAL LAB	02	02	-	-	-	-	-	OH: OA, OL
20	ASSTT. MGR.	E-2	₹13.13		01	01	-	-	-	-	-	
21	DY. MGR.	E-3	₹15.75		03	03	-	-	-	-	-	
22	SR. MANAGER	E-5	₹21.00		02	02	-	-	-	-	-	

POST CODE (i)	POST NAME (ii)	2017 IDA BASED PAY SCALE / CTC OFFERED (iii)		DISCIPLINE (iv)	VACANCY POSITION # (v)	UR (vi)	RESERVATION					POSTS IDENTIFIED FOR PwBD CATEGORIES @ (xii)
							SC (vii)	ST (viii)	OBC (NCL) (ix)	EWS ** (x)	PwBD \$ (xi)	
23	ASSTT. MGR.	E-2	₹13.13	SAFETY	01	01	-	-	-	-	-	NOT IDENTIFIED FOR PwBD CATEGORIES
24	MANAGER	E-4	₹18.38		01	01	-	-	-	-	-	
25	CM	E-6	₹23.63		01	01	-	-	-	-	-	
26	ASSTT. MGR.	E-2	₹13.13	IT	01	01	-	-	-	-	-	OH: OA, OL, OAL HH VH: LV
27	OFFICER	E-1	₹10.50	HR	01	01	-	-	-	-	01-VH*	OH: OA, OL, BL HH VH: LV
28	ASSTT. MGR.	E-2	₹13.13		01	01	-	-	-	-	01-HH*	
29	MANAGER	E-4	₹18.38		01	01	-	-	-	-	-	
30	CM	E-6	₹23.63		01	01	-	-	-	-	-	
31	ASSTT. MGR.	E-2	₹13.13	PR	01	01	-	-	-	-	-	OH:OA,OL VH:B,LV
32	ASSTT. MGR.	E-2	₹13.13	WELFARE	01	01	-	-	-	-	-	OH:OA,OL,BL HH VH:.B, LV
33	ACCOUNTS OFFICER	E-1	₹10.50	F&A	02	01	-	-	01	-	01-HH	OH: OA, OL, OAL, BL, BLOA VH: LV
34	DY. MANAGER	E-3	₹15.75		01	01	-	-	-	-	-	
35	MANAGER	E-4	₹18.38		02	02	-	-	-	-	-	
36	SR. MANAGER	E-5	₹21.00		01	01	-	-	-	-	-	
37	ASSTT. MGR.	E-2	₹13.13	MATERIALS	02	02	-	-	-	-	01 VH*	OH: OA, OL, BL VH: LV
38	MANAGER	E-4	₹18.38		01	01	-	-	-	-	-	
39	SR. MANAGER	E-5	₹21.00		01	01	-	-	-	-	-	
40	CM	E-6	₹23.63		02	02	-	-	-	-	-	
41	ASSTT. MGR.	E-2	₹13.13	CO. SECTT.	01	01	-	-	-	-	-	OH: OA, OL, BL
42	MANAGER	E-4	₹18.38	LEGAL	01	01	-	-	-	-	-	OH: OL, BL, OAL VH:.B, LV
43	DY. CMO	E-3	₹15.75	MEDICAL	03	03	-	-	-	-	-	OH: OA, OL
44	SR. CMO	E-6	₹23.63		01	01	-	-	-	-	-	
NON-EXECUTIVE (WORKER CATEGORY) VACANCY												
45	SR. PERSONAL ASSISTANT	W-9	NA	SECRETARIAL	01	01	-	-	-	-	-	OH:OAL OL.BL.OA.. HH VH:.B, LV
46	STENO ASSISTANT	W-3	NA		02	02	-	-	-	-	01- VH	OH:OAL OL.BL.OA.. HH VH:.B, LV
47	STAFF NURSE GR.V	W-3	NA	PARA MEDICAL	01	01	-	-	-	-	-	OH:OL
48	LABORATORY TECHNICIAN GR.V (PATHOLOGY)	W-3	NA		01	01	-	-	-	-	-	OH:OL, BL HH
TOTAL					84	72	03	01	07	01	03-VH 02-HH 01-OH	

* backlog Post

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' - Divyangjan or Persons with Benchmark Disabilities; 'OH' - Orthopedically Impaired; 'OA' - One Arm affected; 'OL' - One Leg affected; 'OAL' - One Arm One Leg affected; 'BL' - Both Legs affected; 'BLOA' - Both Legs one Arm affected; 'HH' - Hearing Impaired; 'VH' - Visually Impaired; 'B' - Blind; 'LV' - Low Vision; 'IDA' - Industrial Dearness Allowance; 'SR. CHEMIST' - Senior Chemist; 'ASSTT. MGR.' - Assistant Manager; 'DY. MGR.' - Deputy Manager; 'SR. MANAGER' - Senior Manager; 'CM' - Chief Manager; 'HR' - Human

Resources; 'IT' - Information Technology; 'DY. CMO' - Deputy Chief Medical Officer; 'CO. SECTT..' - Company Secretary; 'F&A' - Finance & Accounts; 'DY GM' - Deputy General Manager; 'PR' - Public Relations.

1 The number of vacancies are tentative and may increase or decrease at the absolute 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 therefor. In addition to the notified vacancies a panel of candidates shall also be created for unforeseen vacancies, including but not limited to vacancies caused by cessation of service of selected candidates, arising within one year from date of empanelment. Posts shall be filled according to reservation position. **Accordingly, SC/ST/OBC/PwBD/ExSM/EWS category candidates are encouraged to apply.** Further, RFCL also reserves the right to raise/relax the minimum eligibility standards and to fill/ not to fill any or all of the above positions.

\$ 2. PwBD/ExSM reservation is applied on horizontal inter-locking basis in either of UR/SC/ST/OBC(NCL)/EWS vacancies. Refer to Clause No. G.7 of this Advertisement.

@3. The PwBD categories identified for above posts are as per the latest list of "Group A & Group C - Posts identified for Persons with Disabilities (New)" available on the website of Office of The Chief Commissioner for Persons with Disabilities, Ministry of Social Justice and Empowerment, Government of India at <http://www.ccdisabilities.nic.in> as on the date of this advertisement. Please refer to Clause No. G.8 of this advertisement in this regard also.

* Backlog vacancies and shall be filled up out of the candidates with the Persons with Benchmark Disability as mentioned in column No.(xi) of Table-1. In case suitable persons with that Benchmark Disability are not available, the same shall be filled by interchange among the other categories of Benchmark Disabilities identified for reservation as mentioned in column No.(xii) of the Table – 1. In case of non-availability of suitable persons with any of the Benchmark Disability then the posts shall be filled up by the persons other than the persons with Benchmark Disability.

** 4. EWS vacancies are tentative and subject to further directives of Government of India and outcome of any litigation. The appointment is provisional and is subject to the Income and Asset certificate being verified through the proper channels and if the verification reveals that the claim to belong to EWS is fake/false the services 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.

B. PAY/ PERKS & PLACEMENT

1. PAY & PERKS

RFCL offers one of the best pay packages in the Fertilizer industry. Following are the Pay Scales which are being offered by RFCL (Table 02):

Sl. No.	Pay Scale Code	Pay Scale (2017 IDA based)	Designation
1	E-1	₹40000 - 3% - 140000	Engineer / Officer
2	E-2	₹50000 - 3% - 160000	Assistant Manager
3	E-3	₹60000 - 3% - 180000	Dy. Manager / Dy. CMO
4	E-4	₹70000 - 3% - 200000	Manager
5	E-5	₹80000 - 3% - 220000	Senior Manager
6	E-6	₹90000 - 3% - 240000	Chief Manager / Co. Secretary / Sr. CMO
7	E-7	₹100000 - 3% - 260000	Deputy General Manager
8	W-9	₹29000-3%-105000	Sr. Personal Assistant
9	W-3	₹23000-3%-56500	Steno Assistant / Staff Nurse Gr.V / Laboratory Technician Gr.V (Pathology)

Selected candidates will be placed at the minimum Basic Pay in Pay Scale indicated for each post. Besides Basic Pay, candidates will also be paid Industrial Dearness Allowance, House Rent Allowance / Company Accommodation and will also be entitled for other perquisites & allowances / benefits such as Leave, Medical Facilities, Contributory Provident Fund, Gratuity, Contributory Superannuation Benefit Fund Scheme, Group Personal Accident Insurance etc., as & when applicable and as per RFCL rules in force from time to time during training / after regularization. Non-Practicing Allowance (NPA) @ 20% of Basic Pay shall also be payable to Dy. CMO/ Sr. CMO in addition to above as per Company rules in force from time to time.

2. APPOINTMENT AND PLACEMENT

The candidate should have sound health. The selected candidates before joining will be required to get Medical Fitness Certificate from Civil Surgeon of any Central/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. **Selected candidates shall be posted in Ramagundam Plant or Corporate Office of RFCL at New Delhi at the discretion of Management. However, they may be posted in any Units/Offices of RFCL at any point of time at the discretion of the Management.**

C. MINIMUM ELIGIBILITY CRITERIA AS ON 31.08.2019

The columns (i - vii) mentioned in the table under this clause be read with Clause Nos. C.1 - C.4 mentioned subsequently. (Table 03)

POST CODE	POSTS NAME	MAX. AGE LIMIT (in years)	MINIMUM EDUCATIONAL QUALIFICATION (with minimum 60% marks except for CA/CMA/CS/AMIE)		POST QUALIFICATION INLINE EXECUTIVE WORK - EXPERIENCE	
			DEGREE	SPECIALIZATION	DOMAIN OF EXPERIENCE	MINIMUM YEARS OF EXECUTIVE WORK EXP. REQUIRED.
i	ii	iii	iv	v	vi	vii
CHEMICAL						
01	ASSTT. MGR.	40	B.E. / B.Tech./ B.Sc. (Engg.)/ AMIE	Chemical Engineering or Chemical Technology	Hands on experience in management of process operations, troubleshooting of either of the following continuous operating plants: A large Ammonia & Urea plant or A large petrochemical plant or A large petroleum refinery. Should be conversant with DCS control system Desirable: Candidate should be computer literate.	02
02	DY. MGR.	40				05
03	MANAGER	45				09
04	SR. MANAGER	45				13
05	DY. GM	50				20
MECHANICAL						
06	ASSTT. MGR.	40	B.E. / B.Tech./ B.Sc. (Engg.) / AMIE	Mechanical Engineering	Hands on experience in maintenance and troubleshooting of Rotating Machines, static equipments, piping Networks etc in either of the following continuous operating plants: A large Ammonia & Urea plant or A large petrochemical plant or A large petroleum refinery. Candidate should be conversant with latest maintenance practices, lining up of maintenance contracts, spares procurement, budgeting etc. and must be computer literate. Candidates having specific experience in operations / maintenance of Gas Turbine based Power Plant may also apply.	02
07	MANAGER	45				09
08	SR. MANAGER	45				13
ELECTRICAL						
09	ENGINEER	30	B.E. / B.Tech./ B.Sc. (Engg.) / AMIE	Electrical or Electrical & Electronics Engineering or Electrical 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: A large Ammonia & Urea plant or a large petrochemical plant or a large petroleum refinery. Desirable: 1. conversant with latest maintenance practices, lining up of maintenance contracts, spares procurement, budgeting etc. 2. Operating Experience of 220 KV switchyard, Class A supervisor license for 220 KV system. 3. Conversant with different Load Shedding Systems, Electrical Control System (ECS), Energy management, SCADA and PLCs. Protection relay, Generator Protection Relays, Automatic Voltage Regulators, modern day Microprocessor relays, their setting and programming 4. specific experience in operations / maintenance of Gas Turbine based Power Plant may also apply.	01
10	MANAGER	45				09
11	SR. MANAGER	45				13
12	CM	50				17
INSTRUMENTATION						
13	ASSTT. MGR.	40	B.E. / B.Tech./ B.Sc. (Engg.) / AMIE	Instrumentation or Instrumentation & Control or Electronics & Instrumentation or Electronics Instrumentation & Control or Industrial Instrumentation or Process Control Instrumentation	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.	02
14	DY. MGR.	40				05
15	MANAGER	45				09
16	SR. MANAGER	45				13
17	DY. GM	50				20

POST CODE	POSTS NAME	MAX. AGE LIMIT (in years)	MINIMUM EDUCATIONAL QUALIFICATION (with minimum 60% marks except for CA/CMA/CS/AMIE)		POST QUALIFICATION INLINE EXECUTIVE WORK - EXPERIENCE	
			DEGREE	SPECIALIZATION	DOMAIN OF EXPERIENCE	MINIMUM YEARS OF EXECUTIVE WORK EXP. REQUIRED.
CIVIL						
18	SR. MANAGER	45	B.E. / .Tech./ B.Sc. Engg./ AMIE	Civil Engineering or Civil Technology	Hands-on experience in civil projects of infrastructure, building, plants, power plants, metro and related activities	13
CHEMICAL LAB						
19	SR. CHEMIST	30	M.Sc.	(Chemistry)	As a Chemist in Control Laboratory attached to Fertilizer / Continuous Process Chemical / Petro - Chemical / Heavy Chemical industries.	01
20	ASSTT. MGR.	40				02
21	DY. MGR.	40				05
22	SR. MANAGER	45				13
SAFETY						
23	ASSTT. MGR.	40	B.E. / B.Tech./ B.Sc. (Engg.) / with Diploma in Industrial Safety	Chemical / Mechanical / Electrical with Diploma in Indl. Safety from National Safety Council or any other recognized Institute	In managerial position in Safety and Fire Department of Fertilizer / Petro - Chemical complex / Petroleum Refinery. Candidates should be able to handle independently all fire-fighting & safety measures of plant and be fully conversant with firefighting and safety equipments and various statutory provisions.	02
24	MANAGER	45				09
25	CM	50				17
INFORMATION TECHNOLOGY (IT)						
26	ASSTT. MGR.	40	B.E. / B.Tech./ B.Sc. (Engg.)/ AMIE / MCA	Information Technology or Computer Science or Computer Engineering	Development & troubleshooting of business applications preferably in oracle / ERP platform. or Network management .	02
HUMAN RESOURCES (HR)						
27	OFFICER	30	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.			01
28	ASSTT. MGR.	40				02
29	MANAGER	45				09
30	CM	50				17
PUBLIC RELATIONS (PR)						
31	ASSTT. MGR.	40	MBA/PGDBM (02 year full time & regular) in Advertising / Marketing/ Master degree in Journalism/ Mass Communication. Two years' post qualification experience in Public Relations Department of any Government/Public Sector/Autonomous Body/MNC/ Private Organization.			02
WELFARE						
32	ASSTT. MGR.	40	Degree in Arts/Science/Commerce or in Law from a recognized University / Institute. WITH Degree or Diploma in Industrial Relations and Personnel Management covering Labour Welfare, as special subject, of not less than two years duration, conducted or recognized by a University of the State of Telengana, provided that the one year Post Graduate Diploma Course in Industrial Relations and Personnel Management awarded by the Osmania University, Hyderabad upto the Academic Year 1991-92 shall be treated as recognized and equivalent qualification to the Diploma in Industrial Relations and Personnel Management covering Labour Welfare and must have adequate knowledge of Telugu & English Language. Two years' post qualification experience in Welfare Section of any Government/Public Sector/Autonomous Body/MNC/ Private Organization.			02
FINANCE & ACCOUNTS (F&A)						
33	ACCOUNTS OFFICER	30	CA or CMA or 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.	01
34	DY. MGR.	40				05
35	MANAGER	45				09
36	SR. MANAGER	45				13
MATERIALS						
37	ASSTT. MGR.	40	B.E. / B.Tech. / B.Sc. (Engg.) / AMIE	Any Engineering stream. Candidates with addl. qualification of PG Diploma in Materials Mgt. or MBA may be given preference.	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, valve engineering, spare parts control, preferably in Fertilizer / Chemical / Petro - Chemical / Hydrocarbon industry engaged in continuous operation.	02
38	MANAGER	45				09
39	SR. MANAGER	45				13
40	CM	50				17

POST CODE	POSTS NAME	MAX. AGE LIMIT (in years)	MINIMUM EDUCATIONAL QUALIFICATION (with minimum 60% marks except for CA/CMA/CS/AMIE)		POST QUALIFICATION INLINE EXECUTIVE WORK - EXPERIENCE	
			DEGREE	SPECIALIZATION	DOMAIN OF EXPERIENCE	MINIMUM YEARS OF EXECUTIVE WORK EXP. REQUIRED.
COMPANY SECRETARIAT						
41	ASSTT. MGR.	40	CS qualified and should be an Associate/ Fellow member of ICSI. Preference to Law Graduates.		Should be in a Secretariat Department of a Central/State Govt. CPSE/SPSE/Public Limited Company.	
LEGAL						
42	MANAGER	45	Degree in Law (LLB) or 05 years Integrated LLB Preference will be given to candidates having Company Secretary Qualification/ Diploma in Corporate Laws.		Executive experience (excluding training period) as a Law Executive in State/ Central Government Department(s)/ Institution(s)/ Undertaking (s) and/ or Large Private Sector Organization(s)/ Institution(s)/ Company(ies) or as an Advocate in Reputed Law Firm(s). Candidates having experience as an Advocate in Reputed Law Firm(s) must have enrolled themselves with the concerned Bar Council as an advocate.	
MEDICAL						
43	DY. CMO	40	MBBS.		Professional experience (after internship) in Medicine in a reputed Hospital/Medical College/Hospital in large industrial complex on Permanent or temporary basis.	
44	SR. CMO	50	Candidates having MD/MS may have added advantage.			
NON-EXECUTIVE (WORKMEN CATEGORY) VACANCY						
POST CODE	POSTS NAME	MAX. AGE LIMIT (in years)	MINIMUM EDUCATIONAL QUALIFICATION (with minimum 60% marks except for CA/CMA/CS/AMIE)		POST QUALIFICATION INLINE WORK - EXPERIENCE	
			DEGREE With Specialization		DOMAIN OF EXPERIENCE	MINIMUM YEARS OF WORK EXP. REQUIRED.
SECRETARIAL (Workmen Category)						
45	Sr. PERSONAL ASSISTANT	35	GRADUATE in any Discipline		Planning and Controlling of Office Functions- Planning of Office System, Routines & Work Flow, Handling of office machines & equipments. Working knowledge of computer on MS Office i.e. MS Word, MS Excel, etc. along with good noting drafting and summary writing skills. Experience as Stenographer/Senior Stenographer/ Personal Assistant/ Steno Assistant. Candidates are required to pass Stenography Test at the speed of 120 w.p.m. and Typing Tests at the speed of 60 w.p.m.	
46	STENO ASSISTANT	30	GRADUATE in any Discipline		Planning and Controlling of Office Functions- Planning of Office System, Routines & Work Flow. Handling of office machines & equipments. Working knowledge of computer on MS Office i.e. MS Word, MS Excel, etc. along with good noting drafting and summary writing skills. Experience as Clerk / Stenographer. The candidates are required to pass Stenography Test at the speed of 60 w.p.m. and Typing Test at the speed of 30 w.p.m.	
PARA MEDICAL (Workmen Category)						
47	STAFF NURSE	30	Must possess 03 years course in General Nursing and Midwifery from a School of Nursing (or) other Institution recognized by the Indian Nursing Council (or) B.Sc. (Nursing). The candidates must be registered with the Indian Nursing Council / State Nursing Council.		Candidates must possess minimum one year post qualification inline experience in a Hospital of repute. Midwifery trained Nurses and those having experience in Operation Theatre shall be preferred. Must be registered with the Indian Nursing Council / State Nursing Council.	
48	LABORATORY TECHNICIAN (PATHOLOGY)	30	Full Time Regular 3 years' Diploma in Medical Laboratory Technology (DMLT) from a recognized University / Institute.		Candidates must possess inline experience in a Hospital of repute after acquiring Diploma.	

1. AGE LIMIT (Column iii)

Relaxation to SC/ST/OBC/PwBD/ExSM in age criteria are mentioned in Clause Nos. G.12 - G.16 of this advertisement.

2. EDUCATIONAL QUALIFICATION (Columns iv - v)

For the post code from 01 to 44 the Educational Qualification should be on full time regular basis with minimum 60% marks, except for CA/CMA/CS/AMIE. However, for post code 45 to 48 the minimum marks in the qualifying examination as mentioned against each post, should be 50% for UR/OBC/EWS candidates and 45% for SC/ST/PwBD candidates. Specifications of minimum educational qualifications for all the posts be read with Clause Nos. H.5 - H.8 of this advertisement. No claim of possession of equivalent qualification other than advertised educational qualification would be entertained.

3. WORK EXPERIENCE (Columns vi - vii)

Work Experience should be after acquiring relevant educational qualification and should be in-line executive experience. 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. Also see Clause No. H.9 before proceeding. **Candidates must be working as on 31.08.2019.**

4. PAY SCALES / EQUIVALENT CTC

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

i. FOR CANDIDATES WORKING IN GOVERNMENT (CENTRAL/STATE), PUBLIC SECTOR UNDERTAKINGS (CENTRAL/STATE), AUTONOMOUS OR STATUTORY BODIES as on 31.08.2019

a) Candidates applying for the post at E-1 level:

Should have worked for one year or more in one level below pay scale as on Cutoff date
or

Presently working in same or higher pay scale, as on cut-off date of eligibility

b) Candidates applying for the posts at E-2 to E-7 levels:

Should have worked for two years or more in one level below pay scales as on Cut off date
or

Presently working in same or higher pay scale, as on cut-off date of eligibility

c) For level of pay scales, please see the table at Annexure A:

d) It should be noted that no claim of possession of equivalent pay scale other than advertised pay scale for a post would be entertained.

e) The candidates working in GOVERNMENT (CENTRAL/STATE), PUBLIC SECTOR UNDERTAKINGS (CENTRAL/STATE), AUTONOMOUS OR STATUTORY BODIES and their pay scale do not match the given scales should provide a clear CTC proof as mentioned in Table below against each respective vacancy.

ii. FOR CANDIDATES WORKING OTHER THAN IN GOVT./PSUs OR WORKING IN PRIVATE SECTOR as on 31.08.2019

Experience with minimum CTC as mentioned below in the Table against each level, for which candidate is applying, should be as on the cut-off date **(Table 04):**

LEVEL FOR WHICH CANDIDATE IS APPLYING	MINIMUM REQUIRED CTC AS ON 31.08.2019 (₹ in lakhs)
E-1	₹5.86
E-2	₹7.82
E-3	₹9.78
E-4	₹11.73
E-5	₹13.70
E-6	₹15.64
E-7	₹17.60

D. ELIGIBILITY CRITERIA

The cut-off date for determining eligibility criteria in respect of age, minimum educational qualification, post-qualification inline executive work experience in the relevant Pay Scale/CTC shall be **31.08.2019** and will remain unchanged irrespective of any reason whatsoever.

E. APPLICATION FEES

(Table 05)

Sl. No.	Non - refundable application fee for Post	Amount
1.	E-5 to E-7	₹1000/-
2.	Pay scale E-1 to E-4	₹700/-
3.	W-3 & W-9	₹200/-

The application fee is not applicable for SC, ST, ExSM, PwBD and Departmental candidates.

F. PROCEDURE

1. APPLY ONLINE

- i. **One candidate can apply for multiple posts except in case of posts at Sl. No.45 to 48.**
- ii. Candidates are required to apply online providing details regarding age, date of birth, qualification, division and percentage of marks obtained, year of passing and respective School/College/University, executive work experience including positions held, name of employers with address, nature of duties, period of service, scale of pay, salary/CTC (Cost to Company)/ salary drawn, application fees (if applicable) and other requisite information/declaration. Candidates are also required to upload self-attested scanned copy of graduation degree/transcript (for Chemical/Mechanical/Electrical/Instrumentation/Chemical Lab/Safety/Civil/ IT/Materials/ Para-Medical posts) or post- graduation degree/professional course final certificate (for HR/Legal/Co.Sectt./F&A/Medical) indicating marks & specialization, recent colored photograph and signature without which their application will not be valid & may get rejected during scrutiny of applications.
- iii. **Candidates fulfilling the prescribed eligibility criteria should apply online through NFL website:www.nationalfertilizers.com” → Careers → Recruitment in RFCL. No other means/mode of application shall be accepted. The relevant link for submission of online application will be available from 1000 hours on 07.09.2019 under the head “Careers → Recruitment in RFCL – Experienced professionals – 2019 → Apply Online” and submission of application will be allowed on the website upto 1730 hours on 06.10.2019, unless otherwise changed.**
- iv. **HOW TO APPLY**
 - a. Before applying, candidates should ensure that they fulfill all the eligibility criteria. Their registration will be provisional as their eligibility will be verified only in case they are shortlisted for selection. Mere issuance of call letter/e-mail for interview shall not imply acceptance of candidature.
 - b. Eligible and interested candidates would be required to apply online only through “Careers” page on NFL’s website: www.nationalfertilizers.com.
 - c. Before registering their application on the website, the candidates should keep the following ready:
 - Valid e-mail ID;
 - Candidates should have latest passport size coloured photograph in white background of size 200 X 230pixel (jpg or jpeg file only upto 50KB), clear photograph of signatures in white background of size 150 X 60 pixel (jpg or jpeg file only upto 20KB) educational qualification transcript/degree (jpg or jpeg or pdf file only upto 100 KB) and all work experience certificates(jpg or jpeg or pdf file only upto 100 KB) for uploading in the application form;
 - Provision to pay examination fee of ₹1000/₹700/₹200, as applicable, plus bank processing charges for “UR”, “OBC” and “EWS” candidates. Candidates can opt to pay through internet banking/ credit/ debit card.

- d. The registration process involves following steps:
www.nationalfertilizers.com → Careers → Recruitment in RFCL → Experienced Professionals – 2019 → Apply Online → New Candidate Registration → Enter personal details → Unique login id & password generated and mentioned on screen / sent electronically to your registered email id → Re-login with unique login id & password → Fill in the various information correctly as asked for and upload the requisite documents → Click on 'Submit' button → Preview your application form → Check declaration & agree → Click on 'Proceed to Payment' button, if applicable → Complete the payment, if applicable using hyperlink → Print duly filled-in online application form for record.
- v. The candidates should ensure that the details entered in online application are correct. On submission of duly filled-in application online & making the prescribed payment, candidate is required to download the Application Form generated by the system with unique registration number. Candidates should keep printout of their application form along with unique registration number and reference number of application fee paid for future reference
- vi. Fee once paid will not be refunded under any circumstances. Candidates are therefore advised to verify their eligibility before paying the registration fee.
- vii. Self-attested photocopy of documents mentioned below at Sl No 1 to 8 shall require to be uploaded while applying online for the post. Original as well as 01 set of self-attested photocopy of all documents mentioned below to be produced at the time of Interview/ document verification (If shortlisted).

1.	For Date of Birth	10 th /Matric Certificate
2.	For Educational Qualification	Mark sheets and Degree Certificates (Matric onwards upto highest level for all semesters/years). In case of CGPA/OGPA, conversion formula for percentage conversion to be invariably provided. Candidates applying for Dy. CMO/ Sr. CMO post and possess degree awarded by Foreign Universities invariably to provide his/her registration certificate from Medical Council of India including qualification equivalence certificate.
3.	For Pay Scale (for PSU/Govt.) or CTC** (for Private Sector)	Employer's Certificate <u>or</u> FORM-16 for the requisite period <u>or</u> Appointment letter alongwith promotion/increment letter indicating CTC for requisite period <u>and</u> latest pay slip of August, 2019.
4.	Experience Certificate with date of joining and relieving.	Certificate issued by Employer(s), if any, for past or present employment
5.	Present Employment Proof	Offer of appointment with latest pay slip
6.	For Caste Certificate	Caste Certificate in the prescribed format
7.	For Differently-abled / PwBD candidates	Medical Certificate (PwBD) in the prescribed format
8.	Identity Proof	AADHAAR/PAN/Passport/Election Photo Identity Card/ Identity Card issued by Govt./PSU/Passbook of any Nationalized Bank with certified photograph.
9.	Application fees, if applicable	Receipt of online payment indicating Transaction ID and date of transaction
10.	No Objection Certificate (NOC)	From present employer in case of candidates working in Govt./PSU/Autonomous/ Statutory Bodies.
** Alternatively Appointment Letter supported by promotion/increment letter clearly indicating CTC/Pay Scale drawn as on cutoff date.		

Note: The list of documents is indicative and not exhaustive. RFCL/ NFL reserves the right to ask for any other relevant document at the time of interview in case any need arises.

- viii. The copy of Online submitted Application Form, duly signed, alongwith self-attested copies of the documents / certificates, as mentioned in Sl No 1 to 9 at the above table, should reach in a sealed envelope cover super-scribed with “**APPLICATION FOR THE POST OF _____ (POST NAME), RFCL - 2019**” at the following address:

“General Manager (HR), National Fertilizers Limited,
A-11, Sector-24, Noida, District Gautam Budh Nagar, Uttar Pradesh - 201301”

- ix. The last date of receipt of complete applications is **14.10.2019**, unless extended and notified on NFL's website. However, closing date for receipt of applications of candidates presently residing in far-flung area i.e. Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland,

Tripura, Sikkim, Ladakh Division of J&K State, Lahaul & Spiti District & Pangi Sub-Division of Chamba District of Himachal Pradesh, Union Territory of Andaman & Nicobar Islands & Lakshadweep is **21.10.2019**. Candidates applying from far-flung area should superscribe on envelope "FAR-FLUNG AREA". In case of false declaration of 'Far-Flung Area' on envelope vis-à-vis correspondence address mentioned in Online Application Form enclosed therein, the same shall be summarily 'Rejected'.

- x. Hard copy of Online Application Form which would be incomplete **OR** not in prescribed proforma **OR** not supported by self-attested copies of relevant documents **OR** not fulfilling the eligibility criteria **OR** received at any other address of NFL other than that as mentioned in the foregoing Clause No. F.1.viii **OR** received after due date shall be '**Rejected**'.
- xi. Candidates should note that scrutiny and shortlisting of applications would be done on the basis of documents enclosed with the prescribed Application Form. The list of required documents (at Clause No. F.1.vii) is indicative and not exhaustive. No interim correspondence by the candidates regarding availability/non - availability of documents would be entertained. Accordingly, candidates are advised to enclose & send self-attested copies of all the relevant documents alongwith the duly signed print-out of Online Application Form in support of their candidature.

2. SHORTLISTING OF CANDIDATES:

2.1 For the posts at Sr. No.1 to 44

- i. Candidates will be shortlisted and called for Personal Interview provisionally on the basis of information furnished by them in the online Application Form, documents attached and their candidature will be considered vis-à-vis eligibility criteria for the post applied for, as mentioned in the Advertisement.
- ii. In case large number of applications is received for a post, RFCL reserves a right to conduct a written or online test, in any city /cities of India, for short listing of candidates for interview and No TA/DA will be paid for appearing in the written or online test.
- iii. It is reiterated that shortlisting of candidates would be provisional, based on information furnished by candidates in their Online Application Form and copy of graduation/post-graduation degree/transcript clearly indicating percentage & specialization, as applicable. Candidates called for interview but found 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. Hence, candidates are advised to peruse the Advertisement carefully and apply only if they are meeting the advertised specifications for the post for which they are applying. **Candidates are also advised to fill in their job responsibilities (presently performing or performed in the past) in the online Application Form clearly.**

2.2 For the posts at Sr. No.45 to 48

The posts at Sl. No.45 to 48 are Non-Executive Positions and selection of candidates for appointment to these posts shall be made on the basis of marks obtained in online test, performance in the Skill Test wherever applicable and verification of documents related to age, qualification, category and experience.

a) Online Examination for the post at Sr. No.45 to 48

- (i) It should be noted that candidature of all the applicants would be provisional and would be allowed to appear in online examination on the presumption that they meet the eligibility criteria for the post which they have applied for. Their candidature would, however, be subject to meeting the advertised eligibility criteria and verification of certificates & testimonials etc. at the time of document verification, as & when called for.
- (ii) Candidates will be required to appear for Computer Based Online Objective Type test, on the date, time & venue as mentioned in the Admit card. Candidates will be allowed to appear in Online Test only if they possess the valid Photo Admit Card indicating roll number, name & address of the allocated test centre and guidelines for the online test. Photo Admit Card in respect of such eligible & provisionally shortlisted candidates will be made available

on the www.nationalfertilizers.com → Careers → Recruitment in RFCL → Recruitment of Experienced Professionals in RFCL and such candidates will also be intimated for the same through SMS on their mobile number & through email on their E-Mail ID as mentioned in their online application form. Candidates have to download their Admit Card from the website for appearing in online test. Admit Cards will not be sent by post. NFL/RFCL will not be responsible for any delay or non-delivery of intimation sent electronically through SMS or e-mail, as the case may be or inactiveness of e-mail account submitted by the candidate during online registration. No other communication will be sent to such candidates for this purpose. Hence, candidates are advised to regularly check their e-mail account (including junk mailbox) for any communication from NFL/RFCL. Responsibility of receiving, downloading and printing of admit card/any other information shall be of the candidate.

- (iii) The online test will be conducted at designated centres at Jammu/Kashmir, Bhopal, Chandigarh, Delhi & NCR, Kolkata, Ahmedabad, Karimnagar, Hyderabad, Peddapalle, Chennai. Candidates would be required to select two preferences of above-mentioned cities for giving their online examination. However, NFL/RFCL will not be bound to allocate centre in the preferred city(ies) as indicated by the candidates in their online application form. No request for change of examination centre and date will be entertained after final submission of Online Application Form. NFL/RFCL reserves the right to cancel or add any centre depending upon the response of candidates in that area/centre.
 - (iv) Candidates have to make their own arrangement for travelling, lodging and boarding for appearing in online test and no TA/DA will be paid in this regard.
 - (v) The online test for the above mentioned posts will be held on the same day unless it is not possible to conduct the same due to any unforeseen or technical reasons. In case of any mishappening or delay or rescheduling the online test at any or all of the test centres, candidates would be communicated fresh date of online test and no queries will be entertained in this regard. In the event of rescheduling of test or change of any test centre due to unforeseen or technical reasons, candidates would have to make their own arrangement to attend the online test and NFL/RFCL shall not be held liable for such delay/rescheduling of online test and no TA/DA will be paid for appearing in the online test on this account also.
 - (vi) The online test will have two parts, Discipline related and Aptitude related. Medium of Test will be in Rajbhasha (Hindi) and English. Duration of test will be 02 hours (120 minutes). The total number of questions will be 150, of one mark each, out of which 100 questions would be from mix of course curriculum of qualifying Diploma/Graduation Course, as applicable for each post & discipline, and 50 questions from General English, Quantitative Aptitude, Reasoning & General Knowledge / Awareness. However, for posts in the secretarial discipline the domain subject test would be conducted in "*Office management & secretarial practices*". There will be no negative marking for wrong answer. The examination level of the domain subject will be of minimum prescribed educational qualification, as applicable for each post.
 - (vii) The exact date of online test shall be communicated to the candidates through admit card to be downloaded from NFL website www.nationalfertilizers.com. No request for change in examination date, venue of centre, etc. would be entertained.
 - (viii) Mere issuance of Admit card shall not imply acceptance of candidature. Candidature of a registered candidate is liable to be rejected at any stage of recruitment process or even after joining, if any information provided by the candidate is found to be false or not in conformity with the eligibility criteria at any stage.
- b) Trade Test : For the posts at Sr. No.45 & 46** - The candidates scoring minimum 50% marks in the Online Examination shall be shortlisted to be called for Stenography Test and Typing Test in order of merit in the ratio of 1:10 i.e. ten candidates for one post. The date, time and venue of the Stenography Test & Typing Test will be communicated through email to the eligible candidates.

Stenography Test and Typing Test shall be qualifying in nature. Candidates who fail to qualify in the Stenography Test and Typing Test shall not be considered eligible for selection irrespective of the marks obtained in the Online Examination. Merit list of the candidates who

qualify the Stenography Test and Typing Test shall be drawn on the basis of the marks obtained by them in Online Examination.

- c) Selection of candidates for the posts at Sr. No.47 & 48 will be on the basis of marks obtained in the Online Examination on merit and verification of documents related to age, qualification and experience.

3. FINAL SELECTION:

- i. Separate merit list will be drawn for UR/SC/ST/OBC/ EWS candidates with reference to the number of available vacancies for each category. Merit list of suitable candidates shall be prepared on the basis of performance of shortlisted candidates in online/written test, if conducted and/or Personal Interview.
- ii. Candidates are required to qualify in the Personal Interview separately with minimum average of 50% marks in Interview wherever applicable.
- iii. 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.
- iv. Candidature of a registered/shortlisted/selected candidate is liable to be rejected at any stage of recruitment process or even after joining, if any information provided by the candidate is found to be false or not in conformity with the eligibility criteria for the said post, at any point of time.

G. RESERVATION/CONCESSIONS/RELAXATIONS.

1. Relaxation for SC/ST/OBC (NCL)/PwBD/Ex-SM categories candidates will be as indicated at Clause No. G.12 to G.16.
2. Category {SC/ST/OBC/PwBD/Ex-SM/EWS} once submitted in online application form will not be changed and no benefit of other category will be admissible later on.
3. SC/ST/OBC/EWSPwBD/XSM 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.
4. For claiming relaxation, the reserved category candidates should upload copy of Caste/PwBD certificate(s), in the Proforma prescribed by Govt. of India, issued by the Competent Authority, alongwith 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).
5. 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 under Central Government. Relevant list can be viewed at <http://www.ncbc.nic.in>. Accordingly, for claiming the benefit of OBC (NCL) category applicable for purpose reservation in appointment to the posts under Govt. of India/Central Government /Public Sector Undertaking, the candidate shall submit & subsequently produce his 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 from a Competent Authority **issued in the last six months from the cut-off date i.e. 31.08.2019**. Further the OBC (NCL) candidates will have to give a self-declaration, at the time of documents verification indicating that they belong to OBC (NCL).
6. 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. Accordingly such candidates may choose to apply for the advertised positions provided they meet the age criteria applicable to "UR" candidates and indicate their category as "UR".
7. Prescribed reservations for PwBD and/or ExSM/Dependent of those killed or disabled in action 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
8. 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:

- a. not less than 40% of a specified disability where specified disability has not been defined in measurable terms and;
- b. 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, alongwith 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).

9. Format of caste certificate for SC/ST/OBC and for PwBD is available on the website www.nationalfertilizers.com → Careers.
10. SC/ST/PwBD/ExSM candidates are exempted from payment of application fee at the time of online registration.
11. In case adequate numbers of SC/ST/PwBD candidates who satisfy the minimum standard are not available to fill up the reserved vacancies, then SC/ST/PwBD candidates may be shortlisted to the extent of shortfall in vacancies by relaxing the minimum standard of securing 60% marks to 55% marks in educational qualification criterion, provided that they are not considered unfit to hold the post and satisfy all the other eligibility criteria. Accordingly, SC/ST/PwBD category candidates are encouraged to apply.
12. 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.
13. Relaxation to ExSM/Dependent of those killed or disabled in action will be allowed as per Government of India guidelines.
14. "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.
15. 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.
16. The maximum age of the applicant, after giving relaxations under Clause No. G.12 to G.15 (standalone or in combination thereof), should not exceed 56 years on 31.08.2019.

H. GENERAL INSTRUCTIONS:

1. **One candidate can apply for Multiple post except in case of posts at Sl. No.45 to 48.**
2. Candidates are advised to go through the advertisement carefully and ascertain their eligibility before submitting their applications.
3. While applying, candidates should mention their full name as it appears in Certificate / Marksheet issued by a Board of Secondary Education for passing Matriculation which shall be the only acceptable document in support of proof of age.
4. The prescribed minimum educational qualifications should be completed on full time regular basis, except for CA/CMA/CS/AMIE, with minimum 60% marks from a University/Institute recognized by UGC/AICTE. Candidates applying for the post of Sr. CMO / Dy. CMO who possess degree awarded by Foreign Universities are required to provide his/her registration certificate from Medical Council of India including qualification equivalence certificate at the time of interview.

5. **No claim of possession of equivalent educational qualification(s) other than advertised educational qualification for a post would be entertained and decision of RFCL/NFL in this regard would be final and binding.**
6. Minimum percentage of marks in the minimum educational qualification as indicated above shall be aggregate of all semesters/years and irrespective of the weightage given to any particular semester/year by the Institute/University.
7. 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. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 point scale. 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 at the time of Interview.
8. Apprenticeship training under Apprentices Act, 1961, would not be counted as post - qualification inline executive work experience.
9. Candidates employed in Central/State Government/Quasi-Government/Public Sector Undertakings/Autonomous Bodies shall 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 the interview.
10. 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)/ 1st class AC rail fare/ 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-1 to E-4 will be reimbursed to and fro single 2nd AC Class Rail fare (Mail/Express trains, excluding Rajdhani/Duronto/Shatabdi)/ Bus 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. No TA is payable to the candidates called for the online examination or Trade Test wherever applicable.
11. The age limit, minimum educational qualification, number of years & type of post qualification inline executive work experience are the minimum criteria and mere possession of the same by the candidate does not entitle him/her for participating in the selection process. NFL/RFCL's decision regarding eligibility & shortlisting of applications shall be final & binding and no queries or correspondence shall be entertained in this regard.
12. Details once submitted in the online application form will be final and request for any change including change in correspondence address/email address/mobile number/ category shall not be entertained.
13. Candidates should possess a valid email ID as the same is mandatorily required for registration for online applications. Candidates are also advised to keep the email ID active for at least one & a half year from cut-off date i.e. 31.08.2019. No change in the email ID will be allowed once submitted. **All information/communication regarding participating in the selection process shall be provided through email to the candidates, found prima-facie eligible, based on the information submitted by them in their online application data.** Responsibilities of receiving and downloading of information/communications, etc. will be of the candidate. RFCL/NFL will not be responsible for any loss of email sent, due to invalid/wrong email ID provided by the candidate and no correspondence in this regard shall be entertained.
14. The candidature of all applicants would be provisional and subject to subsequent verification of Degree certificates/testimonials, Caste / PwBD/ ExSM etc. Candidates, if shortlisted for personal interview, are required to bring in original all certificates at the time of interview, failing which they may not be allowed to attend the interview.
15. The names of candidates called for personal interview will be displayed on NFL's website www.nationalfertilizers.com → Careers → Recruitment in RFCL → Experienced Professionals – 2019. Candidates are advised to visit the website regularly for the latest information in this regard. Only short listed candidates who are prima-facie found eligible based on the information submitted in their online application will be called for participating in the selection process and will be intimated through electronic mode for personal interview and RFCL/NFL will not be responsible for any delay or non-delivery of such intimation.
16. In case the applicant does not receive any communication within 90 days from the date of publication of this advertisement, it may be presumed that he/she has not been short listed for the

selection process. Accordingly, candidates are advised to regularly visit “Careers” head on website - www.nationalfertilizers.com → Careers → Recruitment in RFCL for the updated information on the selection process. No telephonic queries shall be entertained.

17. Mere admission to the selection process does not imply that Company (RFCL) is satisfied about candidate’s 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.
18. In case it is detected that a candidate does not fulfill any of the advertised eligibility criteria or has given false declaration or suppressed any material fact or information having any bearing on his candidature, he/she shall render himself/herself ineligible for consideration at any stage of selection and for termination at any time during employment, if recruited.
19. 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.
20. Any revision/clarification/corrigendum/addendum/errata in respect of this advertisement shall be displayed only on NFL’s website www.nationalfertilizers.com → Careers → Recruitment in RFCL. No further press advertisement will be issued. Hence prospective applicants are advised to visit NFL website regularly for latest update with regard to this advertisement.
21. Court of jurisdiction for any dispute pertaining to any issue arising out of this recruitment process will be at Delhi only to the exclusion of all other Courts.
22. Candidates should retain their copy of Pay in e-receipt and Registration Slip / Application Form for future reference as they can be asked to produce it.
23. Canvassing in any form at any stage shall be considered a disqualification for employment in the Company.
24. For candidates possessing dual degree MBA/ PG Degree/Diploma, the qualification should be with major specialization in requisite specialization as per the advertised educational qualification and the candidate will have to provide a certificate indicating major specialization.
25. For queries, candidates may visit the site and consult the Frequently Asked Questions (FAQs) section. Candidates have to ascertain themselves their eligibility vis-à-vis advertised criteria for a post for which they are applying. Other queries, if any, may be addressed to the support@registernow.in or on Helpline No. +91-8928192226 from 10:00 AM to 6:00 PM only on working days.
26. In case of any ambiguity/dispute on account of interpretation in versions other than English language advertised in Newspaper/Employment News/Website, interpretation as per English version given in the website www.nationalfertilizers.com shall prevail.
27. **Recruitment is exclusively for RFCL. Candidates recruited against this advertisement shall not have any claim, including employment, against vacancies in NFL.**

IMPORTANT

Sl.	Details
1.	Cut-off date of reckoning eligibility for all purposes of this advertisement shall remain 31.08.2019.
2.	The link to the online registration of the application has been hosted on the website www.nationalfertilizers.com → Careers → Recruitment in RFCL → Experienced Professionals – 2019.
3.	On-line registration of application commences from 1000 hours (10:00 AM) on 07.09.2019 and closes on 1730 hours (5:30 PM) on 06.10.2019, unless change in date is notified.
4	Last date of receipt of duly filled-in Application Form alongwith requisite self-attested copies of the documents / certificates at Noida office is 14.10.2019 / 21.10.2019 (for far-flung areas as mentioned in advertisement), unless extended and notified on NFL’s website
5.	Canvassing in any form is liable to render a candidate ineligible.

**Sd/-
CHIEF MMANAGER (P&HR)
RFCL**

LEVEL FOR WHICH CANDIDATE IS APPLYING	PAY SCALE IN WHICH POST-QUALIFICATION INLINE WORK-EXPERIENCE IS REQUIRED AS ON CUT-OFF DATE OF RECKONING ELIGIBILITY					
	PAY SCALES IDA PATTERN			EQUIVALENT CDA PATTERN		
	1997 BASED	2007 BASED	2017 BASED	SCALE WITH GRADE PAY (7TH PC)		SCALE AFTER 01.01.2016
E-1	₹6550-200-11350	₹12600 - 32500	₹30000-120000	₹9300 – 34800	₹4200	₹35400-112400
E-2	₹8600-250-14600	₹16400 - 40500	₹40000-140000	₹9300 - 34800	₹4600	₹44900-142400
E-3	₹10750-300-16750	₹20600 - 46500	₹50000-160000	₹9300 - 34800	₹4800	₹47600-151100
E-4	₹13000-350-18250	₹24900 - 50500	₹60000-180000	₹9300 - 34800 / ₹15600 – 39100	₹5400	₹53100-167800/₹56100-177500
E-5	₹14500-350-18700	₹29100 - 54500	₹70000-200000	₹15600 - 39100	₹6600	₹67700-208700
E-6	₹16000-400-20800	₹32900 - 58000	₹80000-220000	₹15600 - 39100	₹7600	₹78800-209200