



**GUN CARRIAGE FACTORY, JABALPUR**  
**A Govt. of India Enterprises, Ministry of Defence**  
**A unit of ADVANCED WEAPONS & EQUIPMENT INDIA LTD.**



**ADVERTISEMENT**

**For Fixed Tenure Contract Based Engagement of Retired Central Government Employees including Ex-Servicemen in GCF**

Online applications are invited from the citizens of India fulfilling the requisite qualification/criteria against the various vacancies on **CONTRACT BASIS for fixed tenure**, to work in Gun Carriage Factory, Jabalpur, Madhya Pradesh, initially for a period of ONE year, extendable by another year from the date of initial engagement based on factory requirement and individual's performance.

**1) The details of Name of Post and Vacancies available are as follows:**

**(i) Highly Skilled Grade {For Retd. JCO's only (Honorary JCO will not be considered)}:**

S.No.	Post/Trade	Nos.	Job specification
01	Gunner	05	To oversee the critical assembly operations ( <i>before proof group</i> ) along with external liaison and field responsibilities, coordination of proof and firing activities, technical support/On site deployment to Dhanush Gun Existing and upcoming units/Regiments/locations. Monitor the handling, deployment and operation of large caliber gun/ammunition, firing drill of guns etc.

**(ii) Skilled Grade (For Ex-Serviceman & Retd. Central Govt. Employees):**

01	Gunner	08	Handling, Deployment and Operation of large caliber gun/ammunition, to be able to handle the firing drill of guns and to address the issue gun during firing.
02	Fitter (Mechanical) ( <i>Preferably Armament fitter &amp; B vehicle fitter</i> ) Skilled	06	Fitment, Dressing, and Hydraulic Assembly of components and sub assembly associated with projects like Dhanush/Bofors recoil, Elevating & traversing Assembly.
03	Fitter (Electrical/ Electronics) ( <i>Preferably Gun Control Electrical</i> )	03	Maintenance of Mechanical, Electrical/Electronic Components of Large Calibre Gun, should be able to read and understand the technical and Maintenance documents of gun, to address the issues of guns during the firing as well as post firing.
04	Driver HMV	02	Knowledge of vehicle mechanics, air-braking system, winch operations, heavy gear shifting, land navigation and basic weapon handling. Operating heavy, multi-axle platforms and armoured carriers carrying heavy armaments, cannon or towed artillery, high-value weapon systems, in high-stress, off-road, rugged terrain (including high altitude and dessert regions). Capable to work in extreme weather and add hours.

**Note:** Gun Carriage Factory, Jabalpur, reserves the rights to increase or decrease the number of vacancies any time during the entire selection process depending upon the requirement.

**2) Eligibility Criteria:**

**i) Service Background:** Candidate must have retired from Central Government Service (preference given to employees of Erstwhile OFB, DGQA, DGNAI, DGAQA, EME Workshop, MES, Indian Army/Navy/AF/PMF/BSF/CG/Agniveer having experience in relevant field. Currently this policy envisages hiring of employees at a working level who were having a rank of NGO [ Civilians]/JCO [ESM] and below as on retirement.

**ii) Age Limit:**

**(a)** For Ex-Serviceman, maximum age of candidate, as on the last date of submission of application, shall not exceed **52 yrs.**

**(b)** For Retd. Central Govt. Employee, maximum age of candidate, as on the last date of submission of application, shall not exceed **63 yrs. and 06 months.**

**iii) Experience:** Candidates must possess relevant experience for the post applied for supported by certificate issued by competent authority.

### 3) Terms of Appointment:

#### i) Duration:

(a) The initial contract will be for a period of one year, extendable by another year based on performance and organizational needs.

(b) Extension beyond two years (post-superannuation) may be considered up to a maximum of three years, subject to review and justification of continued requirement and maximum age of 65yrs of hired contractual employee.

#### ii) Remuneration:

(a) For Ex-Servicemen: **Highly Skilled Grade – Rs. 40000/- P/M Fixed (Gross).**

**Skilled Grade – Rs. 32000/- P/M Fixed (Gross).**

(b) For Civilian Employees: As per Dept. of Expenditure OM No. 3-25/2020-E, IIIA dated: 09/12/2020, a fixed monthly amount will be admissible, calculated as follows: **Pay drawn at the time of retirement minus basic pension.**

iii) The remuneration so fixed will remain unchanged throughout the contract period, with no provision for annual increments or percentage increases.

iv) No additional allowances (e.g., Dearness Allowance/ HRA etc.) will be provided.

v) The hired manpower might be required to travel outstation to other units and proof ranges. Their base station will be defined at the time of hiring and they will be entitled for claim travelling allowance equal to their last allowances drawn at the time of retirement, when travelling out of their base station.

4) **Leave:** Contractual appointees will be entitled to 12 days of leave in a calendar year, with remuneration. Leave cannot be accumulated beyond the calendar year.

### 5) Termination:

i) The Gun Carriage Factory, Jabalpur, A Unit of AWEIL may terminate the contract at any time without assigning a reason, with a 30-day notice period or remuneration in lieu thereof. **However, in case of serious misconduct or unauthorized absence, the contract will be terminated immediately.**

ii) The appointee may resign by providing 30 days' advance notice.

### 6) Confidentiality and Conduct:

i) Appointees will be governed by the Official Secrets Act, 1923, and must not disclose any sensitive information acquired during their tenure.

ii) They shall not represent or provide opinions/advice contrary to the interests of the AWEIL or the Government of India.

### 7) Administrative Provisions

i) **Working Hours:** Normal working hours will be from as per the unit of posting @8 hrs a day and 6 days a week, with flexibility to work beyond these hours or on holidays as per operational exigencies. No compensatory leave will be granted for such instances.

ii) **Tax Deduction:** TDS will be deducted from the monthly remuneration as applicable, and a TDS certificate will be issued upon request.

iii) **Non Re-Employment Status:** Engagement under this policy will not be considered a case of re-employment.

8) **How to Apply:** Candidates can apply through online mode only. Before submitting the online application, candidates are required to read this detailed advt. & must go through the terms & conditions, eligibility criteria and other relevant information of advertised posts before applying. Online applications should be submitted through <https://vacancy.parasnet.com>. **No offline application will be accepted.**

**Note:** Any corrigendum w.r.t. this advertisement regarding No. of vacancies, Eligibility/Selection Criteria & Last date of receipt of application will be available on **Online Application Portal** and on website [www.ddpdoo.gov.in/vacancies](http://www.ddpdoo.gov.in/vacancies) & [www.aweil.in/carrier](http://www.aweil.in/carrier) only.

**9) Application Fees:** For UR, OBC & EWS Candidates **Rs. 200/- INR** (*SC, ST candidates exempted*).

**10) Closing Date for Receipt of Application:** The closing date for submission of online application will be **15 days from date of publication of advertisement** in employment news. (*GCF reserves the rights to increase the closing date of application at its discretion.*)

**11) Mode of Selection:** Selection will be done through interview-cum-practical test.

**12) Rejection of Application/Cancellation of Candidature:** Applications not meeting eligibility criteria and Terms & Conditions of advertisement will be summarily rejected.

**13) Roles and Responsibilities:**

- i)** Conducting proof firing and testing of defence equipment.
- ii)** Validating designs and equipment specifications as per operational requirements.
- iii)** Overhauling and maintaining defence machinery/equipment.
- iv)** Providing after-sales technical support to clients/users of defence products.
- v)** Any other technical/operational tasks assigned by the unit aligned with their expertise.

**14) General Conditions:**

- i)** Submission of false / incorrect / incomplete information and / or dubious / bogus documents shall disqualify the candidature.
- ii)** Mere submission of application form does not guarantee issue of "Call Letter" for Interview/Practical Test.
- iii)** Only shortlisted candidates will be informed through sms/e-mail for Interview/Practical Test in due course.
- iv)** Gun Carriage Factory, Jabalpur will not be responsible for late/non-receipt of Call letters, etc., due to any reason.
- v)** E-mail ID & Phone/Mobile Numbers should be kept active till the completion of whole recruitment process.
- vi)** Candidates are advised to visit regularly the online application portal for further updates.
- vii)** The Competent Authority reserves the right to adopt any alternative lawful mode of selection in part or in whole, in case of contingency.
- viii)** GCF and AWEIL reserves all the rights to terminate the entire process of Tenure Based hiring at any stage without assigning any reason for the same.
- ix)** The selected candidate will be required to submit medical fitness certificate in format as prescribed by GCF before joining.
- x)** Engagement of selected candidate will be subject to verification of Character and Antecedents as per AWEIL policy.

**15) Other Benefits and Terms & Conditions:**

- i)** Working pattern of the Tenure based personnel will be the prerogative of the employer.
- ii)** Tenure based personnel will not be entitled for any other medical benefits in any of the Ordnance Factory Hospitals & Dispensaries or elsewhere. In case of an emergency, facilities in Ordnance Factory Hospitals / Dispensaries can be availed.
- iii)** Tenure based personnel will be entitled for safety and protective gears, equipment, kits etc. as per the Company norms.
- iv)** **The Tenure Based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company.**
- v)** The Tenure based Personnel will abide by various Company/Factory Rules & Regulations governing carrying out the assigned tasks and their conduct, like Standing Orders etc.
- vi)** The Tenure based Personnel will not be entitled for any Allowances or Benefits other than those indicated in this Scheme.
- vii)** Performance of the Personnel would be assessed on a half yearly basis. Individuals with satisfactory performance will be granted an increment, as applicable to the corresponding pay-scale, on completion of each year during the engagement. Individuals having unsatisfactory performance will be given 03 months' time in writing to improve their performance. Performance of such individuals will be evaluated again after 03 months' and if the performance still found unsatisfactory, the services of the individual will be terminated by giving 15 days' notice. However, in case of serious misconduct or unauthorized absence, the contract will be terminated immediately.
- viii)** The engagement will be on full time basis. Absence from duty other than on authorized Leave / Company Holidays will result in proportionate reduction in the Consolidated Emoluments. They will be eligible for Company Holidays as applicable to regular employees.

**16) Caution to All Candidates:** Some unscrupulous elements may approach you with the assurance of procuring appointment for you in the factory through illegal gratification. You must not fall prey to such false assurance or exploitation and must not entertain or encourage such elements in any way. It is emphasized and re-assured that the entire selection exercise will be done on merit in a transparent manner.

**17) Candidates to Ensure Their Eligibility for the Engagement:** The candidates applying for the afore mentioned vacancies should ensure that, they fulfill all the eligibility conditions for the post applied for.

**18) Other Information to the Candidates:**

- i)** The admission to all the stages of the selection procedure will be purely provisional subject to satisfying the prescribed eligibility conditions.
- ii)** Mere issue of Call letter/Admit Card to the candidate for the Interview/Trade Test will not imply that his/her candidature has been finally accepted by Gun Carriage Factory, Jabalpur.
- iii)** Verification of eligibility conditions with reference to original documents will be done only at the time of document verification in the factory.
- iv)** The candidates should regularly check their email id for any correspondences from Gun Carriage Factory regarding engagement.
- v)** Any dispute with regard to the tenure based hiring against this advertisement will be subject to courts/tribunals situated in Jabalpur only.
- vi)** The citizens of India who are fulfilling the requisite qualification as mentioned in the advertisement can apply for the post.
- vii)** As per AWEIL policy, candidates selected for fixed term based contractual hiring in GCF have to submit the duly filled in PVR (Attestation Form) in triplicate on same day of their joining. It is the responsibility of new joinees for follow up at respective police stations to get their duly verified PVR delivered in GCF within three months of joining. In case duly verified PVR is not received within stipulated time of three months, further maximum one-month time will be given as an extension. After four months, in no case they will be allowed to continue their job in GCF without duly verified PVR.



**FOR CHIEF GENERAL MANAGER/GCF**