

ACADEMY OF WEAPON TECHNOLOGY & MANAGEMENT, ICHAPUR
A unit of Advanced Weapons and Equipment India Ltd.
Govt. of India Enterprise Ministry of Defence
P.O.-Nawabganj, Distt.-24 PGS(N), West Bengal, PIN - 743144, Ph.-033 2594 9770

ADVERTISEMENT FOR TENURE BASED POSTS ON CONTRACT BASIS
(Advt. No. 01/Hiring-GSF/AWTM/2026-27)

Offline Applications are invited for filing up of following posts for **Gun & Shell Factory, Kashipur**, a unit of AWEIL Kanpur on **CONTRACT BASIS**.

1. Post : 40 Nos

Sl. No.	Trade Name	Total Post	NAC / NTC Trade to be considered
1	Electrical Fitter	04	NAC/NTC in Electrical Fitter Trade
2	Mechanical Fitter	14	NAC/NTC in General Fitter (Mechanical) Trade
3	Machinist	06	NAC/NTC in Machinist Trade
4	Turner	07	NAC/NTC in Turner Trade
5	Electroplater	06	NAC/NTC in Electroplater Trade
6	Heat Treatment Operator	03	NAC/NTC in Forger &Heat Treater

2. Fixed-term contracts with a duration of:- Engagement of Tenure based Personnel shall be on full time contractual basis initially for a period of 01 year [if required by the company, can be extended further for the maximum period of 02 years (01 year original and 01 year extension) after appraisal and review].

3. Essential Qualification: As per SRO, Matriculation + National Trade Certificate (NTC)/ National Apprentice Certificate (NAC) issued by National Council of Training in Vocational Trades (NCTVT).

4. Age Limit: Between 18 and 35 years as on last date of receipt of application for General Candidates. Age relaxation, as admissible will be given to OBC-NCL, SC/ST & Ex-Serviceman candidates as under:

1	For SC/ST	05 years (Only in respect of the post Reserved for SC/ST)
2	For OBC (Non-Creamy Layer)	03 years (Only in respect of the post Reserved for OBC)

3	For Ex-Serviceman	Period of Military Service + 03 years
4	For PwD(PH) For SC/ST Persons with Disability For OBC Persons with Disability	10 Years 15 Years 13 Years

- Class 10th Board Certificate/Mark sheet will only be taken as proof of date of Birth.

5. **Reservation Policy:**

Reservation for Schedule Castes(SC), Scheduled Tribe(ST), Other Backward Class (OBC), Economically weaker Sections (EWS) and persons with disabilities (PWD) will be implemented as per existing orders. Candidates claiming reservation must submit valid certificated issued by Competent Authorities at the time of application.

Sl. No.	Trade	Total No.	Vertical Reservation					Horizontal Reservation				
			UR	SC	ST	OBC	EWS	PwBDs				ESM
								(a)	(b)	(c)	(d) & (e)	
1	Electrical Fitter	4	4	-	-	-	-	-	1	1	-	4
2	Mechanical Fitter	14	8	3	-	2	1					
3	Machinist	6	4	1	-	1	-					
4	Turner	7	5	1	-	1	-					
5	Electroplater	6	4	1	-	1	-					
6	Heat Treatment Operator	3	3	-	-	-	-	-	1	1	-	4
	TOTAL	40	28	6	-	5	1					

6. Application Fees : The candidates are required to pay a Fee of Rs. 100/- (Excepting SC/ST, Ex-Serviceman & Physically Handicap) through a Demand Draft in the name of **ORDNANCE FACTORIES INSTITUTE OF LEARNING, ISHAPORE.**

7. How to Apply- Candidates are required to download and print the Application Form and fill up the same in Block Letters only. Candidates must go through detail terms & conditions and also check regularly this website <https://aweil.in/notice> for any further updates. The envelope must be clearly super scripted as " APPLICATION FOR THE POST OF "Trades Name " ON CONTRACT BASIS". Application along with other necessary enclosure & two extra photographs self-attested (in back of photographs) are to be forwarded by post to the following address:-

The Chief General Manager,
ACADEMY OF WEAPON TECHNOLOGY & MANAGEMENT, ICHAPUR
P.O.- Ichapur, Nawabganj,
Dist. – 24 Parganas(N)
Pin – 743144.

8. Closing Date for Receipt of Application: 30 Days from the date of publication of advertisement in Employment news

9. Remuneration:

- i) Contractual Employees will be paid a consolidated monthly salary, inclusive of Basic pay as per existing CPC (Level-1) and Dearness Allowance as per govt. rules.
- ii) Remuneration will be calculated at the rate of 1/30th of the pay at, the basic of the relevant pay scale plus Dearness Allowance for work of 08 hours a day for all purpose. Proportionate deduction shall be made for unauthorized leave / absence from duty etc. The engaged personnel will be eligible for Company Holidays at par with regular employees.
- iii) House Rent Allowance will be paid, if Quarter is not provided by units of AWEIL. Quarter must be vacated on date falls as per point 15(xvii). License fee for Quarters will be deducted at the rates as applicable to regular Workmen.
- iv) An annual increase of 3 % during the tenure shall be admissible on the Basic Pay, subject to satisfactory performance.
- v) The performance of the individual on fixed term employment will be evaluated on half yearly basis. Individuals with performance rating satisfactory & above will be granted an increment, as applicable to the corresponding pay-scale, on completion of each year during the employment. Individuals having performance rating poor or below will be given 03 months' time in writing to improve their performance. After 03 months again performance will be evaluated and if again the performance rating found poor or below, the services of the individual will be terminated by giving 15 days' notice.
- vi) Personnel engaged will be eligible for EPF as per Act and government guidelines.
- vii) Personnel engaged will come under purview of The Employees' Compensation Act, 1923.

10. Working Hours : Employees will work as per the production schedule, typically 08 Hours per day, 06 days per week, i.e. 48 Hours per week.

11. Job Specification : As per requirement of the post and unit.

11.A. PLACE OF POSTING: Upon engagement place of posting will be Gun and Shell Factory, Kashipur.

12. Mode of Selection:

(i) Selection of the candidates shall be done based on the Marks scored in the NCTVT(NCVT) Trade Test/Practical Test only, in the order of Merit. Cut off percentage for calling candidates for Trade Test will be decided by the Academy of Weapon Technology & Management, Ichapur based on the total marks secured in NCTVT.

(ii) Trade Test will be carried out by Academy of Weapon Technology & Management, Ichapur.

(iii) Merit list will be prepared based on combined marks secured in NCTVT Exam and Trade Test/Practical Test.

(iv) Weightage of Marks in NCTVT Exam and Trade Test/Practical will be 80% and 20% respectively.

(v) Candidates qualifying in the NCTVT and Trade Test/Practical Test will be called for Document Verification in the order of Merit. The number of candidates called for Document Verification will be limited to the number of posts notified (Discipline/Category wise).

(vi) In case of rejection of candidates during the Document Verification process on account of non-availability of requisite documents/testimonials, not meeting the advertised criteria with respect to Age, Essential Qualification etc., additional candidates will be called for Document Verification in the order of Merit (Discipline/Category wise). The number of additional candidates called for Document Verification will be limited to the number of candidates rejected.

(vii) The ratio between the number of vacancies and number of eligible candidates will be called for interview is 1 : 10.

(viii) The sorting of candidates to be called for interview from the recommended list may be done on basis of following criteria :-

(a) Posts for which experience is essential, the sorting will be done on basis of total experience acquired by the candidates.

(b) Where experience is not mandatory, the sorting will be done on basis of marks obtained in exam prescribed as minimum qualification for a particular post.

(c) In case there is a specific preference the same may be considered for scrutiny.

(d) The above is however is subject to change if justified reason is available to do so with the approval of CMD/AWEIL.

13. Rejection of Application/Cancellation of Candidature:

Application received after the closing date or not meeting eligibility criteria and Terms & Conditions of advertisement will be summarily rejected.

14. General Conditions:

- (i) The self-attested copies of educational qualification certificate for age proof from institution etc. should be enclosed along with the application.
- (ii) The OBC candidate applying for the post under OBC Category should also have to submit duly signed undertaking in the format given at Appendix-1 of the application form.
- (iii) Submission of false/incorrect/incomplete information and /or dubious/bogus documents shall disqualify the candidature.
- (iv) Only short listed candidates will be informed through post/e-mail for Trade Test/ Practical Test in due course.
- (v) Academy of Weapon Technology & Management, Ichapur will not be responsible for late/non-receipt of filled in application/Call letters etc, due to postal delay or any other reasons.
- (vi) E-mail ID & Phone/Mobile Numbers should be kept active till the completion of whole recruitment process.

15. Other Benefits and Terms & Conditions:

- (i) Working pattern of the Tenure based personnel will be the prerogative of the employer.
- (ii) **Leave** : Contractual employees will be entitled to 12 days of paid leave per year, pro-rated based on the contract duration (e.g. 1 day per month for a 12 month contract).
- (iii) Unused leave will not be carried forward or encashed.
- (iv) Personnel Engaged will generally not take more than 05 days leave in a month. Under special circumstances employer can give relaxation in availing leave not more than 12 days subject to number of leave credited in his/her account. The excess leave may be treated as leave without pay for regularization purpose by deduction of daily wages @1/30th of the pay at the basic of the relevant pay scale plus Dearness Allowance.
- (v) 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, as per Govt. rules.
- (vi) Tenure based personnel will be entitled for safety and protective gears, equipment, kits etc. as per the Company norms.

(vii) Female personnel will be entitled to Maternity Benefits as per the provision under the Maternity Benefit Act, 1961.

(viii) The Tenure based Engagement will not confer any right on the Personnel to claim the status of a regular employee of Company.

(ix) The Tenure based Personnel will abide by various Company/Factory Rules & Regulation governing carrying out the assigned tasks and their conduct, like standing orders etc.

(x) Tenure based personnel will be covered under the Income Tax, Service Tax, Professional Tax, etc. as per the applicable Rules and all such Taxes would be payable by them.

(xi) Tenure based personnel will be eligible for Company Quarters, wherever Available. They will not be entitled for the following:

- a) Promotions
- b) OT allowance
- c) Loans, Advance & Interest Subsidies
- d) Medical Facilities
- e) Contingency Advance
- f) School Fee Reimbursement
- g) LTC/LTA Facilities
- h) Grant of Study Leave
- i) Sponsorship for Higher studies.
- j) Any other benefit admissible to regular Workmen not mentioned specifically in the advertisement.

(xii) The Tenure based Personnel will not be entitled for any allowances or Benefits other than those indicated in this Scheme.

(xiii) Performance of the Personnel would be assessed on a half yearly basis.

(xiv) The engagement will be on full time basis. Absence from duty other than on Authorised Leave/Company Holidays will result in proportionate deduction in the Consolidated Emoluments. They will be eligible for Company Holidays as applicable to regular employees.

(xv) The employment can be terminated at any time during the period of tenure engagement, by giving one month's notice by either party or payment of the Basic Pay+ DA components in the Consolidated Remuneration in lieu of the Notice.

(xvi) Tenure based employee will not work on 1st July and 1st Jan of the year to ensure govt. policy. Further, the employment is project to project basis which will be coterminous with project or maximum extendable term whichever is earlier.

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. Candidate to Ensure Their eligibility for the Engagement: The candidates applying for the aforementioned vacancies should ensure that they fulfill all eligibility conditions for the post applied for.

18. Other Information to the Candidates:

1) Their admission to all the stages of the selection procedure will be purely provisional subject to satisfying the prescribed eligibility conditions.

2) Selected candidates must undergo a medical fitness test before joining.

3) Mere issue of Call letter/Admit Card to the candidate for the Trade Test will not imply that his/her candidature has been finally accepted by the concerned unit.

4) Verification of eligibility conditions with reference to original documents will be done only at the time of document verification.

5) The candidate should regularly check their email for any correspondence from concerned unit regarding engagement.

6) Resolution of Tie: The tie cases will be resolved in the following order of preference:

- i) Ex-Trade Apprentice of Gun and Shell Factory Kashipur, GSF.
- ii) Ex-Trade Apprentice of Ordnance Factories other than mentioned at (i).
- iii) Higher marks in NCTVT (Now NCVT)
- iv) Date of Birth, Elder candidate will be given preference.

7) Admit card/Call letters will be forwarded to the candidates by post/e-mail.

8) Any dispute with regard to the tenure based posts against this advertisement will be subject to courts/tribunals situated in Kolkata only.

9) The Competent Authority reserves the right to amend, modify or cancel the recruitment process or adopt any alternative lawful mode of selection in part or in whole in case of contingency.

10) The citizen of India who are fulfilling the requisite qualification as mentioned in the advertisement can apply for the post.

11) Corrigendum or amendment if any will be available on website <https://aweil.in/notice>.

12) Incomplete or unsigned application shall be rejected.

13) AWTM, Ichapur (Aunit of AWEIL) reserves the right to increase or decrease the number of vacancies or cancel the recruitment process without assigning any reason.

19. TA/DA will be paid to the SC/ST candidates for appearing in the Document Verification as per Govt. instructions.



शस्त्र तकनीकी एवं प्रबंधन अकादमी,
इच्छापुर
एडवांस्ड वेपन्स एंड इक्विपमेंट इंडिया
लिमिटेड की एक इकाई
भारत सरकार का उद्यम
रक्षा मंत्रालय

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Academy of Weapons Technology &
Management, Ichapur
A Unit of Advanced Weapons and
Equipment India Limited
A Government of India Enterprise
Ministry of Defence
An ISO 9001:2015 Certified Academy



In addition to above following necessary corrigendum are also required :

Corrigendum – I

At para 6 of the Advertisement published in **website** :-

Add below existing text:

"The candidates are required to pay a Fee of Rs.100/- (Excepting SC/ST, Ex-Serviceman & Physically Handicap) through a Demand Draft in favor of "Ordnance Factories Institute of Learning, Ishapore Payble at State Bank of India, Ishapore, Branch Code 01797 (IFSC - SBIN 0001797) " .

Corrigendum – II

At para 6 of the Advertisement published in **employment news** :-

The "Last date to apply" should be read as "Last date of receipt of application"

Accordingly the application must reach AWTM Ichapur on or before 02-11-2026.

AWTM management will not be responsible for any postal delay.


(मो. साकिर अंसारी)
सहायक कार्य प्रबन्धक
कृते मुख्य महाप्रबंधक