

Small Arms Factory
A unit of Advance Weapon and Equipment India Ltd
Govt of India Enterprises
Ministry of Defence

NOTICE FOR RECRUITMENT OF RETIRED CENTRAL GOVERNMENT EMPLOYEE ON CONTRACTUAL BASIS

Advt. No.: 01/HR/Retd/2025

14.11.25

Applications are invited from eligible and qualified retired candidates for appointment to the post on contract basis in Small Arms Factory, a unit of Advance Weapon and Equipment India Ltd under the administrative control of Ministry of Defence.

1. Name of the Post	:	Industrial Cadre		
2. Number of Vacancies	:	Total	-	12
3. Details of the post	:	Plumber	-	01
		Mason	-	01
		Heat Treatment operator	-	02
		Sand & Shot Blaster	-	01
		Machinist	-	03
		Armorer	-	02
		Shooter	-	02

3. Remuneration :

For Civilian Employees

(1) As per Department of Expenditure OM No 3-25/2020-E.IIIA dtd 09.12.2020, a fixed monthly amount will be admissible & calculated as follows :-

- a. Pay drawn at the time of retirement minus basic pension.
- b. The remuneration so fixed will remain unchanged throughout the contract period, with no provision for annual increments or percentage increase.
- c. No additional allowance (e.g. HRA, DA etc) will be provided.

For Ex-Serviceman Employees

- a. The remuneration at a fixed rate to be decided by CGM/HOU as prevailing DGR minimum wage notification rates, based on the required skill set/Educational Qualification/retired grade and location of deployment

4. Eligibility Criteria :

i. Service Background :

Candidates must have retired from Central Government service (preference given to the employees of Erstwhile OFB, DGQA, DGNAL, DGAQA, EME Workshop, MES, Indian Army/Navy/AF/PMF/BSF/CG/Agniveer having experience in relevant field.

ii. Age Limit :

Engagement beyond 65 years shall not be done as per the Government policy.

iii. Experience : Candidates must possess relevant experience in areas such as-

- Proof firing of ordnance equipment.
- Validation of design and equipment.
- Overhauling and maintenance of defence related experience machinery/equipment
- After sales support for defence products.
- Other technical or operational roles pertinent to production units.

4. Selection process :

- A walk in interview will be conducted to evaluate based on the experience, expertise & suitability.
- The interview may include practical test, on need basis.

5. Terms of Appointment :

- The initial contract will be for a period of one year, extendable by another year based on the performance and organizational needs.
- Extension beyond two years (post-superannuation) may be considered upto a maximum of three years, subject to review and justification of continued requirements.
- 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 to claim travelling allowance equal to their last allowances drawn at the time of retirement, when travelling out of their base station.
- Appointee will be governed by the Official Secrets ACT-1923 & must not disclose any sensitive information acquired during their tenure.
- They shall not represent or provide opinions/advice contrary to the interests of the AWEIL & Government of India.

6. How to apply :

Interested and eligible candidates may submit their application in the prescribed format (Annexure-I), along with self-attested copies of educational qualifications, experience certificates, discharge book (if ex-serviceman), PPO, proof of age, and recent passport-size photograph.

Applications must be sent by Registered / Speed Post only, so as to reach by 13.12.25. The envelope must be marked as "Application for the recruitment of Retired Central Government Employee".

The Chief General Manager
Small Arms Factory
Kalpi Road , Kanpur
UP-208009

Applications received after the due date will not be considered.

7. General Instructions :

- Incomplete or unsigned applications shall be rejected.
- The department reserves the right to increase or decrease the number of vacancies or cancel the recruitment process without assigning any reasons.
- No TA/DA will be paid for attending interview.

Issued by:
(PRIYANKA)
Dy GENERAL MANAGER
For CHIEF GENERAL MANAGER
SMALL ARMS FACTORY

APPLICATION FOR THE POST OF INDUSTRIAL CADRE

PERSONAL DETAILS

Name	
Father/Mother's Name	
Date of Birth	
Date of retirement	
Details of Last Organization	
Post held at the time of retirement	
Basic Pay at the time of retirement	
Pay Level at the time of retirement	
Basic Pension	
Category GEN/SC/ST/OBC	
Address for correspondence	
Permanent Address	
Mobile No	
Email Id	

PHOTO WITH SELF
ATTESTED

EDUCATIONAL QUALIFICATION

Educational Qualification	Board/University	Passing Year	Percentage of Marks
10 th			
12 th			
Graduation			
Post Graduation			
Technical Qualification if any			

SERVICE/EXPERIENCE DETAILS

Post Held	From	To	Nature of Duties	Organization Details

Additional Information if any :

Note :- All documents in the support of application must be attached.

UNDERTAKING

I have carefully gone through the vacancy circular/advertisement and I am well aware that the information furnished in the application form duly supported by the documents in respect Educational Qualification/Experience details submitted by me will also assessed by the Selection Committee at the time of selection for the post. The information/details provided by me are correct and true to the best of my knowledge and no material facts having a bearing on my selection has been suppressed/withheld.

Date :-

Place:-

(Signature of the candidate)