



## RAMAGUNDAM FERTILIZERS AND CHEMICALS LIMITED

Corporate Office - 4th Floor, Wing – A, Kribhco Bhawan, Sector – 1,  
Noida – 201301 (U.P), Phone: +91-120-2553643, 2553618

**Advertisement No: Rectt/03/2024**

**Date:14.02.2024**

### RECRUITMENT OF MANAGEMENT TRAINEES

Ramagundam Fertilizers and Chemicals Limited (RFCL) is a Joint Venture Company formed by National Fertilizers Limited (NFL), Engineers India Limited (EIL) and Fertilizer Corporation of India Limited (FCIL) having a 2200 MT per day natural gas-based Ammonia and 3850 MT per day Neem Coated Urea Plant at Ramagundam in Peddapalli District in Telangana.

RFCL invites applications for the below mentioned positions for its Ramagundam Plant, Telangana and Corporate Office, Noida:

<b>1. POSITIONS &amp; VACANCIES</b>									
SN (i)	POST & LEVEL (ii)	VACANCIES						Reserved for PwBD (ix)	POSTS IDENTIFIED FOR PwBD CATEGORIES (x)
		UR (iii)	SC (iv)	ST (v)	OBC (NCL) (vi)	EWS (vii)	TOTAL (viii)		
1	Management Trainee (Chemical)  (E-1)	06	-	-	-	04	10	-	b) HH c) OA, OL, CP, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above
2	Management Trainee (Mechanical)  (E-1)	03	-	01	01	01	06	01 (Cat b)	b) D, HH c) OA, OL, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above
3	Management Trainee (Electrical)  (E-1)	02	-	-	-	01	03	01 (Cat c)	b) D, HH c) OL, Dw, AAV d) ASD (M), SLD, MI e) MD involving (b) to (d) above
4	Management Trainee (Instrumentation)  (E-1)	01	-	-	-	01	02	-	b) D, HH c) OL, CP, LC, Dw, AAV d) ASD (M), SLD, MI e) MD involving (b) to (d) above
5	Management Trainee (Information Technology)  (E-1)	03	-	-	-	-	03	01 (Cat c)	b) D, HH c) OL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above
6	Management Trainee (Law)  (E-1)	01	-	-	-	-	01	-	a) LV b) D, HH c) OA, OL, OAL, LC, Dw, AAV d) SLD, MI e) MD involving (a) to (d) above
7	Management Trainee (HR) (E-1)	02	-	-	01	-	03	01 (Cat a)	a) B, LV b) D, HH c) OA, BA, OL, OAL, CP, LC, Dw, AAV d) SLD e) MD involving (a) to (d) above
<b>TOTAL</b>		<b>18</b>	<b>-</b>	<b>01</b>	<b>02</b>	<b>07</b>	<b>28</b>	<b>04</b>	



**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	Persons with Benchmark Disabilities
B	Blind
LV	Low Vision
D	Deaf

HH	Hard of Hearing
OA	One Arm
OL	One Leg
BA	Both Arms
BL	Both Legs
OAL	One Arm and One Leg
BLOA	Both Legs & One Arm
BLA	Both Legs Arms
CP	Cerebral Palsy
LC	Leprosy Cured

Dw	Dwarfism
AAV	Acid Attack Victims
MDy	Muscular Dystrophy
ASD	Autism Spectrum Disorder (M - Mild, MoD – Moderate)
ID	Intellectual Disability
SLD	Specific Learning Disability
MI	Mental Illness
MD	Multiple Disabilities

**Note :**

- i. The number of vacancies are tentative and may increase or decrease at the 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 thereof. RFCL also reserves the right to raise/ relax the minimum eligibility standards and to fill/ not to fill all or any of the above positions. Posts shall be filled according to reservation position. Accordingly, SC/ST/OBC(NCL)/EWS/PwBD category candidates are encouraged to apply.
- ii. In addition to the notified vacancies, a panel of candidates shall also be created for vacancies caused by cessation of service of selected candidates/employees and additional vacancies arising within one year from date of empanelment.
- iii. EWS vacancies are tentative and subject to further directives of Government of India and outcome of any litigation pending in any court. Whenever in any recruitment year any vacancy earmarked for EWS cannot be filled due to non-availability of a suitable candidate belonging to EWS, such vacancy for that particular recruitment year shall not be carried forward to the next recruitment year as backlog. The appointment against vacancies reserved for EWS category candidates shall be provisional and subject to the Income and Asset certificate to be verified through the proper channels and if the verification reveals that the claim to belong to EWS is fake/false the services of the concerned candidates 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.
- iv. PwBD reservation is applied on horizontal inter-locking basis in either of UR/SC/ST/OBC (NCL)/EWS vacancies. Also, refer to Section No. 5 of this advertisement, in this regard.

**2. PAY & PERKS, SERVICE AGREEMENT BOND**

RFCL offers one of the best pay packages in the Fertilizers industry. Selected candidates will be placed at the minimum **Basic Pay in pay scale of E-1 (Rs. 40,000-1,40,000)**.

On successful completion of training period and on clearance of minimum standards, such candidates will be considered for regularization as Engineer/Officer in the pay scale of E-1 with one increment.



Besides Basic Pay, candidates will also be paid Industrial Dearness Allowance, Company Accommodation / House Rent Allowance (not payable while posted at the Unit where Company accommodation is available). Selected candidates will also be entitled for other perquisites & allowances /benefits such as Leave, Medical Facilities, Contributory Provident Fund, Gratuity, Group Personal Accident Insurance & other welfare schemes etc. as per Company rules in force from time to time during training/ regularization. Benefit of Performance Related Pay & Contributory Superannuation Benefit Fund Scheme shall also be extended as and when applicable as per rules of the Company.

• **SERVICE AGREEMENT BOND**

Selected candidates will be required to execute a service agreement bond of Rs. 1,20,000/- (Rupees One Lakh Twenty Thousand) to serve the company for at least 3 years after successful completion of the training.

**3. ESSENTIAL/MANDATORY ELIGIBILITY CRITERIA AS ON CUT OFF DATE**

SN (i)	Post (ii)	Age (in years) (iii)	Essential/Mandatory Educational Qualification (iv)	Min % of Marks in Mandatory Educational Qualification (v)
1	Management Trainee (Chemical) (E-1)	Minimum age - 18 years  Maximum age for Engineering Graduates is 25 years and for MBAs/ Postgraduate s is 29 years for UR.	B.E./B.Tech. /B.Sc. (Engg.) in Chemical Engineering or Chemical Technology. Candidates having BOE (Boiler Operation Engineer) certification may be given preference.	60% marks in aggregate for UR / OBC/ EWS candidates and 50% for SC /ST / PwBD candidates against reserved positions.
2	Management Trainee (Mechanical) (E-1)		B.E./B.Tech. /B.Sc. (Engg.) in Mechanical Engineering/ Technology.	
3	Management Trainee (Electrical) (E-1)		B.E./B.Tech. /B.Sc. (Engg.) in Electrical or Electrical & Electronics Engineering or Electrical Technology.	
4	Management Trainee (Instrumentation) (E-1)		B.E./B.Tech. /B.Sc. (Engg.) in Instrumentation or Instrumentation & Control or Electronics & Instrumentation or Electronics Instrumentation & Control or Industrial Instrumentation or Process Control Instrumentation or Electronics & Electrical or Applied Electronics & Instrumentation or Electronics & Communication or Electronics & Control.	
5	Management Trainee (Information Technology) (E-1)		B.E./B.Tech. /B.Sc. (Engg.) in Computer Science or Computer Science & Engineering or Computer Engineering or Computer Technology or Information Technology or MCA.	
6	Management Trainee (Law) (E-1)		Degree in Law (LLB) or 05 years Integrated LLB. Preference may be given to candidates having Company Secretary Qualification/Diploma in Corporate Laws.	
7	Management Trainee (HR) (E-1)		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.	



- (a) Candidate must possess the above mentioned essential/mandatory Educational Qualification (Col.iv). No claim of possession of equivalent educational qualification(s) other than advertised educational qualification for a post would be entertained and decision of RFCL in this regard would be final and binding. In case of any dispute arising about admissibility of any particular qualification, the decision of RFCL Management shall be final and binding on the applicants.
- (b) Maximum age mentioned on the above table is for 'UR' category. Relaxations to SC/ST/OBC(NCL)/PwBD/ExSM in age criteria are mentioned in Section No. 5 of this advertisement.
- (c) Candidates possessing higher technical/professional qualifications in the relevant field or discipline, will also be considered eligible provided they possess essential/mandatory qualification as mentioned in above table.
- (d) The prescribed essential/mandatory Educational Qualification should be completed on full time regular basis from University/Institute recognized by UGC/ AICTE/ State Technical Board/ appropriate Indian Statutory Authorities. These qualifications acquired through Part-Time/ Correspondence/ Distance Learning/ Online/ Evening Classes mode shall render the candidate ineligible.
- (e) The date of declaration of result/issuance of final marks-sheet or passing Certificate, whichever is earlier, shall be deemed to be the date of acquiring minimum educational qualification and there shall be no relaxation on this account.
- (f) Candidates appearing in the final year/ semester of the essential/mandatory qualification as mentioned in table above and whose result is awaited as on cutoff date are not eligible to apply for any posts against this advertisement.
- (g) Minimum percentage of marks in the essential/mandatory educational qualification as indicated in the col (iv) of table above shall be aggregate of all semesters/years and irrespective of the weightage given to any particular semester/year by the Institute/University. 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. 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 along with the application form and at the time of interview.

In case, the candidate is not able to produce the documentary proof/certificate to this effect from the Institute/University in support of the percentage marks, the percentage will be calculated as per the table given below and eligibility of the candidate shall be established accordingly:

% Marks in essential qualification	CGPA /OGPA on						
	10 point scale	9 point scale	8 point scale	7 point scale	6 point scale	5 point scale	4 point scale
60%	6.5	5.4	4.8	4.2	3.6	3.0	2.2
50%	5.4	4.3	3.9	3.4	2.9	2.4	1.7



- (h) Computer Literacy is desirables for all candidates.
- (i) Candidates possessing PG Degree/Diploma not mentioning the area of specialization will have to produce certificate of specialization in the relevant field in qualifying subject, from its University/Institute failing which he/she may not be allowed to attend the personal interview. It may be noted that it shall be responsibility of the candidate to verify and substantiate his/her claim of having requisite specialization in the advertised qualifying subject and no queries/correspondence shall be entertained in this regard at the time of interview.
- (j) Candidates employed in Central / State Government / Quasi-Government / Public Sector Undertakings / Autonomous Bodies shall have to produce No Objection Certificate (NOC) from their present employer at the time of interview failing which candidate will not be allowed to appear in the interview and no TA (Travelling Allowance) shall be paid to such candidates.

#### **4. CUT OFF DATE**

The cut-off date for meeting age criterion and possession of minimum educational qualification shall be **29.02.2024** and will remain unchanged irrespective of any reason whatsoever.

#### **5. RESERVATION/CONCESSIONS/RELAXATIONS**

- (a) Reservation of Posts for SC/ST/OBC(NCL)/EWS/PwBD category candidates and relaxation thereof will be in terms of number indicated against each category as per Table 1.
- (b) Category {UR/SC/ST/OBC(NCL)/EWS/PwBD/Ex-SM} once submitted in Application Form will not be changed and no benefit of other category will be admissible later on.
- (c) SC/ST/OBC(NCL)/EWS/PwBD 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.
- (d) For claiming relaxation against reserved vacancies, the reserved category candidates should submit copy of Caste/PwBD certificate(s), in the Proforma prescribed by Govt. of India, issued by the Competent Authority, along with 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).
- (e) 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. Relevant list can be viewed at <http://www.ncbc.nic.in>. Accordingly, for claiming the benefit of OBC (NCL) category on the cutoff date, the candidate shall submit & subsequently produce his/her 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 or any other further notification from a Competent Authority. Such certificate should specifically state that the candidate does not belong to the persons/sections (creamy layer) as mentioned in column 3 of the schedule to the Department of Personnel & Training, Government of India OM No. 36012/22/93-Estt.(SCT) dated 08.09.1993 and



modifications issued vide OM No. 36033/1/2013-Estt.(Res.) dated 13.09.2017. Further, OBC (NCL) candidates will have to give a self-declaration, at the time of interview indicating that they belong to OBC (NCL).

- (f) 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.
- (g) Prescribed reservations for PwBD 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.
- (h) 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:
  - i. not less than 40% of a specified disability where specified disability has not been defined in measurable terms and;
  - ii. 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, along with 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).

- (i) SC/ST/ PwBD/ ExSM/ Departmental candidates are exempted from payment of application fee.
- (j) 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.
- (k) For Departmental candidates, upper age limit will be 40 years for UR, 45 years for SC/ST and 43 years for OBC (NCL) candidates.
- (l) Relaxation to ExSM/Dependent of those killed or disabled in action will be allowed as per Government of India guidelines.
- (m) 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.



- (n) 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.
- (o) The maximum age of the applicant, after giving relaxations under Clause No. 5 (j) to 5 (n) (standalone or in combination thereof), should not exceed 56 years as on cutoff date.

## 6. GUIDELINES FOR PERSONS WITH BENCHMARK DISABILITIES USING A SCRIBE

The facility of Scribe/Reader shall be allowed to any candidate who has disability of 40% or more, if so desired by the candidate. In all such cases where a scribe/reader is used, the following rules will apply:

- (a) Candidates eligible for and who wish to use the services of a scribe/reader in the examination should invariably carefully indicate the same in the online application form. Any subsequent request will not be entertained;
- (b) The candidate will have to arrange his / her own scribe/ reader at his/her own cost in line with prescribed guidelines issued from time to time;
- (c) A Compensatory time of twenty minutes per hour or otherwise advised shall be permitted for the candidates who are allowed use of scribe/reader. All the candidates with benchmark disability not availing the facility of scribe may be allowed compensatory time of 40 minutes for the 02 hours' test duration. Only candidates registered for compensatory time will be allowed such concessions. Candidates not registered for compensatory time shall not be allowed such concessions.

## 7. APPLICATION FEE

Non - refundable Application Fee of **Rs.700/- (Rupees Seven Hundred only) plus Bank Charges** as applicable are required to be paid by UR, OBC and EWS category candidates at the time of submission of online application form through online mode only. No other mode of payment of Application Fee would be accepted. Application Fee once paid will not be refunded under any circumstances. Candidates are, therefore, advised to verify their eligibility before payment of Application Fee. SC/ST/PwBD/ExSM/Departmental candidates are not required to pay any Application Fee.

## 8. STEPS FOR APPLYING

- (a) Eligible and interested candidates are required to apply online from **14.02.2024 (0800 hrs) to 14.03.2024 (1700 hrs)** on RFCL website: <https://www.rfcl.co.in> → Careers. No other mode of application including manual/paper shall be accepted / entertained.
- (b) Only one application per candidate per post is allowed.
- (c) The details in online application form can be edited / modified before final submission of online form and details once finally submitted cannot be changed under any circumstances.



Hence, candidates are strictly advised to ensure that they have filled in the correct particulars & details in online application form before final submission of the same.

- (d) Candidates who are registered with Local Employment Exchange(s)/ Zila Sainik Boards/Directors General Resettlement and meeting the prescribed eligibility criteria, whose names are sponsored to Ramagundam Unit against this advertisement, are advised to apply Online, failing which their candidature will not be considered.
- (e) Before applying, candidates should ensure that they fulfill all the eligibility norms.
- (f) Before registering their applications on the website, the candidates should read the Instructions for applying mentioned on the website under Careers Section.
- (g) Fee once paid will not be refunded under any circumstances.
- (h) Candidates should strictly ensure timely payment of Application Fee and/or submission of their online applications well before the stipulated last date of submission to avoid last minute rush.
- (i) All correspondence with candidates shall be done only on their registered e-mail ID provided by candidate. All information regarding test schedule/admit card etc. shall be provided through e-mail and / or SMS and/or by uploading on RFCL website.
- (j) RFCL will not be responsible for any loss of e-mail sent, due to invalid/wrong e-mail ID provided by the candidate or for delay/non receipt of information if a candidate fails to access his/her mail/website in time.

## 9. SELECTION PROCESS

### A. Computer Based Test (CBT)

- i. The candidates will be called for Computer Based Test (CBT) based on the information provided by them in the online application. It should be noted that candidature of all the applicants would be provisional and they would be allowed to appear in CBT 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 of advertised eligibility criteria and verification of certificates & testimonials etc. at the time of interview.
- ii. Candidates will be required to appear for computer based online objective type test, on the day, date, time & venue as mentioned in the Admit card, which shall be uploaded on RFCL website. The candidates will be allowed to appear in Computer Based Test only if they possess the valid Photo Admit Card indicating roll number, name & address of the allocated test center and guidelines for the test. Photo Admit Card in respect of such eligible & provisionally shortlisted candidates will be made available on RFCL website: <https://www.rfcl.co.in> → Careers and such candidates will also be intimated for the same through SMS on their mobile number & through e-mail 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 the test. Admit Cards will not be sent by post. 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 RFCL. Responsibility of receiving, downloading and printing of admit card/any other information shall be of the candidate.
- iii. The test will be conducted tentatively at Ahmedabad, Bengaluru, Bhopal, Bhubaneswar, Chandigarh, Chennai, Delhi & NCR, Guwahati, Hyderabad, Indore, Jabalpur, Jaipur, Jammu, Karimnagar, Kolkata, Kurnool, Lucknow, Nagpur, Mangalore, Mumbai, Patna, Pune, Raipur, Ranchi, Vijaywada, Vishakhapatnam, Warangal. Candidates would be required to select two preferences of above-mentioned cities for giving their test. However, 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 will be entertained after final submission of online application form. RFCL reserves the right to cancel or add any center depending upon the response of candidates or any other reasons/circumstances in a particular area/centre.
  - iv. Candidates have to make their own arrangement for travelling, lodging and boarding for appearing in the test and no TA will be paid in this regard.
  - v. The Computer Based Test (CBT) 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 test for either of the posts at any or all of the test centres, candidates would be communicated fresh date of 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 test and RFCL shall not be held liable for such delay/rescheduling of test and no TA (Travelling Allowance) will be paid for appearing in the test on this account also.
  - vi. The Computer Based Test (CBT) will have two parts, Discipline related and Aptitude related. Medium of Test will be in 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 minimum educational qualification as applicable for each post & discipline, and 50 questions from General English, Quantitative Aptitude, Reasoning & General Knowledge /Awareness. There will be no negative marking for wrong answer. The examination level of the domain subject will be of minimum essential educational qualification, as applicable for each post.
  - vii. The date of test shall be communicated to the candidates through Admit Card to be downloaded from RFCL website <https://www.rfcl.co.in -> Careers>. No request for change in examination centre and date 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 advertised eligibility criteria at any stage.



## B. Personal Interview

- i. Based on the performance of the candidate in the CBT, eligible candidates will be provisionally called for personal interview tentatively in the ratio of 1:8 i.e. eight eligible candidates for 01 post. Shortlisted candidates will be intimated through company's website and/or e-mail and/or SMS.
- ii. The candidates called for personal interview will be reimbursed to and fro AC II return rail 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. Candidates 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 (Travelling Allowance) will be paid to them.
- iii. Candidates are required to qualify in CBT and thereafter again in the Personal Interview separately with minimum average of 50% marks.

## C. Final Selection

- i. Separate merit list will be drawn for UR/SC/ST/OBC(NCL)/EWS candidates with reference to the number of available vacancies for each category.
- ii. The merit list of selected candidates shall be drawn in order of total marks obtained by the candidates out of 100 i.e. written test score out of 80 marks (pro-rated) and performance in interview out of 20 marks, with following weightages:

Parameter	Weightage of marks obtained in each parameter
Computer Based Test (CBT)	80% (rounded off 02 decimal places)
Personal Interview	20% (rounded off 02 decimal places)
<b>Total</b>	<b>100%</b>

- 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.

## D. Appointment and Placement

Candidature of the applicant would be provisional and subject to subsequent verification of Degree certificates/testimonials, Caste/PwBD/ExSM etc. Candidature of the candidate is liable to be rejected if it is found that he/she does not meet the advertised eligibility criteria for the post he/she has applied for, irrespective of his/her merit position on the basis of marks secured in selection process.



Selected candidates shall initially be posted as per details below:

SN	Post	Ramagundam Unit	Corporate Office, Noida	Total
1	Management Trainee (Chemical)	10	-	10
2	Management Trainee (Mechanical)	06	-	06
3	Management Trainee (Electrical)	03	-	03
4	Management Trainee (Instrumentation)	02	-	02
5	Management Trainee (Information Technology)	01	02	03
6	Management Trainee (Law)	-	01	01
7	Management Trainee (HR)	01	02	03
<b>Total</b>		<b>23</b>	<b>05</b>	<b>28</b>

However, they may be posted in any Unit/Office of RFCL at any point of time at the discretion of the Management. Only candidates willing to serve anywhere in India need to apply.

**Candidates selected would be required to work in general and/or rotating shifts (including night shift) depending upon job requirement & exigency.**

No candidate shall be appointed to a post in the Company unless he/she has been medically examined, certified and declared as fit for employment by the Medical Officer of the Company or Medical Officer not below the rank of a Civil Surgeon/ Chief Medical Officer/ Medical Superintendent of 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.

## 10. GENERAL INSTRUCTIONS

- Only Indian Nationals are eligible to apply.
- Candidates are advised to carefully read the full advertisement and ascertain their eligibility before submitting their online applications.
- 10<sup>th</sup>/Matriculation is the authentic document required for the verification of the date of birth.
- Details once submitted in the online application form will be final and any request for any change including change in correspondence address/e-mail address/mobile number/ category shall not be entertained. Candidates are, therefore, advised to carefully fill up their online application carefully.
- Candidates shortlisted based on the marks secured in CBT and found prima-facie eligible based on the online application submitted will be called for participating in the Selection Process.
- The essential/mandatory educational qualification is the minimum criteria and mere possession of the same by the candidate does not entitle him/her for participating in the selection process. RFCL's decision on all the matters relating to eligibility, acceptance or rejection of the application, mode of shortlisting or selection, cancellation of the selection



process etc. shall be final & binding. No queries or correspondence shall be entertained in this regard.

- (g) Mere admission to the selection process does not imply that RFCL is satisfied about candidates' 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.
- (h) The candidature of all applicants would be provisional and subject to subsequent verification of certificates/testimonials, Caste/PwBD/ExSM etc. Candidates, if shortlisted, would be required to bring all certificates in original at the time of interview, failing which they will not be allowed to appear in the interview and no TA (Travelling Allowance) shall be paid to such candidates.
- (i) In case it is detected at any stage (even during employment) that a candidate does not fulfill any of the advertised eligibility criteria or has furnished false or incorrect or incomplete information or given false declaration or suppressed any material fact or information having any bearing on his candidature or has resorted to unfair means during selection process or is found guilty of impersonation, he/she shall render himself/herself ineligible and the candidature / appointment of the candidate will be liable to be cancelled or terminated forthwith, if recruited, without making any reference.
- (j) 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, if need so arises. Filling up of vacancies is solely at the discretion of the Management based on suitability of candidates and no claim will arise for appointment, if some of the vacancies are not filled due to unsuitability/insufficient number of candidates.
- (k) Candidates should possess a valid e-mail ID as the same is mandatorily required for registration for online applications. Candidates are also advised to keep the E-mail ID as well as Mobile Number, as filled-in in their online application form, active for at least one & a half year from cut-off date. No change in the E-mail ID will be allowed once submitted. All future information/communication regarding participating in the selection process shall be provided through e-mail/SMS to the candidates, found prima-facie eligible, based on the information submitted by them in their online application data. Responsibility of receiving and downloading of information/ communications etc. will be of the candidate. RFCL will not be responsible for any delay in communication/inactiveness of the E-mail ID, loss of e-mail sent due to invalid/wrong E-mail ID submitted by the candidate in online application form and no correspondence in this regard shall be entertained.
- (l) Candidates should retain their copy of Application Form and/or Fee receipt and Admit Card for future reference as they may be asked to produce the same at subsequent stages.
- (m) Candidates are advised to regularly visit "Careers" section on our website - <https://www.rfcl.co.in> for updated information on the selection process.
- (n) Any corrigendum/addendum/errata in respect of this advertisement shall be displayed only on RFCL website <https://www.rfcl.co.in> under the section "Careers". No further press advertisement will be issued. Hence prospective applicants are advised to visit RFCL website regularly for latest update with regard to this advertisement.



- (o) Issues related to form fill up, payment of application fee, if any, may be sent at the email id mentioned on the application portal.
- (p) In case of any ambiguity/dispute on account of interpretation in versions other than English language advertised in Newspaper/Website, English version given in the website <https://www.rfcl.co.in> shall prevail.
- (q) Canvassing in any form shall be considered a disqualification for employment in the Company.
- (r) Court of jurisdiction for any dispute pertaining to any issue arising out of this recruitment process will be at New Delhi only to the exclusion of all other Courts.

## 11. IMPORTANT DATES

LINK FOR ONLINE REGISTRATION OF THE APPLICATION HAS BEEN HOSTED ON RFCL WEBSITE : <a href="https://www.rfcl.co.in">https://www.rfcl.co.in</a> → Careers	
CUT – OFF DATE FOR RECKONING ELIGIBILITY FOR ALL PURPOSES	<b>29.02.2024</b>
DATE OF COMMENCEMENT OF ONLINE APPLICATION	<b>14.02.2024</b>
LAST DATE FOR SUBMISSION OF ONLINE APPLICATION	<b>14.03.2024</b>

**DGM (HR)-I/c**