India Optel Limited/इंडिया ऑप्टेल लिमिटेड
A Government of India Enterprise/भारत सरकार का उद्यम
Under Ministry of Defence/ रक्षा मंत्रालय के अंतर्गत
CIN-U31909UR2021GOI012802

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**ADVERTISEMENT FOR ENGAGEMENT OF PROJECT TECHNICIANS ON FIXED TERM CONTRACT BASIS IN INDIA OPTEL LIMITED (IOL)**

**ADVERTISEMENT NO. IOLHqrs/100(6)/2026-Rectt**

**Last date/Closing date for receipt of Application at IOL HQ is 21st day from the date of publication of advertisement in the Employment News/ रोजगार समाचार.**

India Optel Limited (IOL) is a Public Sector Undertaking under Ministry of Defence, Government of India, with Corporate Headquarters at Raipur, Dehradun (Uttarakhand).

IOL is an established manufacturer of Optical / Opto-Electronics Sights/ Systems and Cables for Military and Para-military forces. It is the current market leader in this segment. It is a new Govt. Company with a great future. The company offers great work environment & challenging opportunities for Professionals to prove their mettle.

IOL invites offline Applications **(IN PRESCRIBED FORMAT ONLY AS PER ANNEXURE-'A')** from Indian Citizens fulfilling the eligibility requirements, for filling up of the following positions on Fixed Term Contract basis only.

| Sl. | Name of Post | Vacancies | | | | | | Horizontal Reservation | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | UR | SC | ST | OBC (NCL) | EWS | Total | PwBD | | | | ESM (Ex-Serviceman) |
| | | | | | | | | Cat-(a) | Cat-(b) | Cat-(c) | Cat (d) & (e) | |
| (i) | Project Technician (Fitter Instruments) | 19 | 09 | 01 | 03 | 07 | 39 | -- | 01 | -- | -- | 05 |
| (ii) | Project Technician (Fitter Electronics) | 19 | 09 | 02 | 07 | 06 | 43 | -- | 01 | 01 | -- | 03 |
| (iii) | Project Technician (Machinist) | 03 | -- | -- | -- | -- | 03 | -- | -- | -- | -- | -- |
| (iv) | Project Technician (Optical Worker) | 08 | -- | -- | 03 | 01 | 12 | -- | 01 | -- | -- | 02 |
| (v) | Project Technician (Electroplater) | 01 | -- | -- | -- | -- | 01 | -- | -- | -- | -- | -- |

**Abbreviations Used :** UR- Un-Reserved, SC-Scheduled Caste, ST-Scheduled Tribe, OBC (NCL) – Other Backward Class (Non Creamy Layer), EWS – Economically Weaker Sections, ESM-Ex Service Man and Cat(a), Cat(b), Cat(c), Cat(d) & Cat(e) are categories of Persons with Benchmark Disabilities.

2. **EDUCATIONAL QUALIFICATION** : Matriculation + National Trade Certificate (NTC)/National Apprenticeship Certificate (NAC) issued by National Council for Vocational Training.

For Ex-Servicemen: Technicians with upgrading qualifications of Class-III equivalent to NAC(with due endorsement of the equivalence of Civil Qualification on their certificate).

OR

Technicians with upgrading qualifications of Class-II & Class-I equivalent to NTC (with due endorsement of the equivalence of Civil Qualification on their certificate).

**Note :** Degree/Diploma holders in Engineering without possessing NAC/NTC shall not be accepted as qualification for engagement on Fixed Term Contract basis against this advertisement .

3. Trade wise relevant NAC/ NTC certificate required are as under :-

| Sl. | Trade Name | NAC/ NTC Trade to be Considered |
|---|---|---|
| (i) | Project Technician (Fitter Instruments) | Instrument Mechanic, Advance Mechanic (Instruments) |
| (ii) | Project Technician (Fitter Electronics) | Electronics Mechanic, Mechanic Mechatronics, Mechanic Industrial Electronics, Mechanic (Embedded Systems and PLC), Mechanic Power Electronics (Inverter, UPS and Maintenance of drives) |
| (iii) | Project Technician (Machinist) | Machinist |
| (iv) | Project Technician (Optical Worker) | Optical Worker |
| (v) | Project Technician (Electroplater) | Electroplater |

4. Identification of Posts suitable for Persons with Benchmark Disabilities are as given below :-

| Sl. No. | Name of Position | Categories of Disabled suitable for Jobs | | Physical Requirement |
|---|---|---|---|---|
| i) | Project Technician (Fitter Instrument) | Category (a) | ----- | S-Sitting, ST - Standing, Bending-BN, Reading & Writing –RW, SE-Seeing, Hearing – H, MF-Manipulation by Fingers. |
| | | Category (b) | Hard of Hearing(HH) | |
| | | Category (C) | Locomotor Disability with One Leg (OL), Both leg (BL), Cerebral Palsy (CP), Leprosy Cured (LC), Dwarfism (Dw), Acid Attack Victims (AAV) | |
| | | Category (d) | Autism Spectrum Disease (ASD) (Mild – M), Special Learning | |

| | | | | |
|---|---|---|---|---|
| | | | Disability (SLD), Mental Illness (MI) | |
| | | Category(e) | Multiple Disability (MD) involving (b) to (d) above | |
| ii) | Project Technician (Fitter Electronics) | Category (a) | ------ | S- Sitting, ST – Standing, W-Walking, MF-Manipulation by Fingers, SE-Seeing, H-Hearing. |
| | | Category (b) | Hard of Hearing(HH) | |
| | | Category (C) | Locomotor Disability with One Arm (OA), Both Arm (BA), One Leg (OL), One Arm & One Leg (OAL), Cerebral Palsy (CP), Leprosy Cured (LC), Dwarfism (Dw), Acid Attack Victims (AAV) | |
| | | Category (d) | Autism Spectrum Disorder (ASD-M=Mild), Intellectual Disorder (ID), Specific Learning Disability (SLD), Mental Illness (MI) | |
| | | Category(e) | Multiple Disability involving (a) to (d) above | |
| iii) | Project Technician (Machinist) | Category (a) | Low Vision (LV) | |
| | | Category (b) | Hard of Hearing(HH) | S – Sitting, ST – Standing, BN – Bending, L-Lifting MF-Manipulation by Fingers, SE – Seeing |
| | | Category (C) | Locomotor Disability with One Leg (OL), Cerebral Palsy (CP), Leprosy cured (LC), Dwarfism (Dw), Acid Attack Victims (AAV) | |
| | | Category (d) | Autism Spectrum Disorder (ASD) (M= Mild), Special Learning Disability (SLD), Mental Illness (MI), | |
| | | Category(e) | Multiple Disability (MD) involving (b) to (d) above | |
| iv) | Project Technician (Optical Worker) | Category (a) | -- | S – Sitting, ST – Standing, BN – Bending, MF-Manipulation by Fingers, SE – Seeing |
| | | Category (b) | Hard of Hearing(HH) | |
| | | Category (C) | Locomotor Disability with One Leg (OL), Both leg (BL), Cerebral Palsy (CP), Dwarfism (Dw), Acid Attack Victims (AAV) | |
| | | Category (d) | Autism Spectrum Disorder (ASD) (M= Mild, MoD= Moderate), Special Learning Disability (SLD), Mental Illness (MI), | |
| | | Category(e) | Multiple Disability (MD) involving (b) to (d) above | |
| v) | Project Technician (Electroplater) | Category (a) | -- | S – Sitting, ST – Standing, BN – Bending, L-Lifting, MF-Manipulation by Fingers, SE – Seeing |
| | | Category (b) | Hard of Hearing(HH) | |
| | | Category (C) | Locomotor Disability with One Leg (OL), Both leg (BL), Cerebral Palsy (CP), Leprosy cured (LC), Dwarfism (Dw), Acid Attack Victims (AAV) | |
| | | Category (d) | Autism Spectrum Disorder (ASD) (M= Mild), Special Learning Disability (SLD), Mental Illness (MI), | |
| | | Category(e) | Multiple Disability (MD) involving (b) to (d) above | |

5. **AGE LIMIT :** 18 yrs to 32 yrs (Minimum age 18 years for all categories) as on closing date of advertisement. Relaxation of upper age limit for different categories is permissible as per extant Government orders.

**Note** : - EX-TRADE APPRENTICE of Ordnance Factories - In case of Ex-Trade Apprentice of Ordnance Factories, if age bar comes in the way of the candidate, the same would be relaxed to the extent of period for which the Apprentice had undergone training, in line with Apprentice Act.

06. The cut-off date for age, qualification and experience will be the closing date of Advertisement.

07. **Reservation & Concessions:**

i) All GOI orders on 'Reservation & Concessions' will apply.

ii) Reservations /Relaxation & Concessions will be applicable to candidates belonging to SC/ST/OBC (NCL) /PwBD/EWS /Ex-Servicemen (ESM) etc., as per GOI directives. Reserved category candidates applying against unreserved post shall be treated as General Category and no relaxation shall be given**.**

08. **Remuneration :**

a) **Pay Level (₹20000-₹65000)**
b) **Industrial Dearness Allowance** (IDA)
c) **House Rent Allowance** as per applicable rates (applicable in case no company accommodation is allotted)
d) **Medical Allowance** @ Rs.1500 pm. In case of retired Govt employees / Ex-servicemen, NOC from CGHS/ECHS/Defense Forces need to be obtained, failing which they would not be eligible for payment of Rs 1500/- towards medical expense.

09. **Annual Increment -** Annual increment at the rate of 3% (**rounded off to the next ₹ ten)** of basic pay during the tenure subject to satisfactory performance on assessment.

10. **Tenure of Engagement**

10.1 The initial period of engagement on Fixed Term Contract basis may be upto a maximum of two (02) years, depending on the requirement.

10.2 Generally, the engagement period shall not continue beyond the initial period, unless there is a cogent reason for extension. Extension tenure up to one year or less at a time may be given and shall be considered based on requirement and performance assessment and with the approval of Competent Authority. **However, total period of engagement will be up to 5 years only (including initial engagement period and extension)**.

10.3 IOL reserves the right to terminate the existing contract before completion of 01years or

during extension period, if performance is found unsatisfactory or for misconduct under any circumstances with the approval of Competent Authority. Any further engagement, if necessary, can only be considered with approval of the Competent Authority.

11. **JOB PROFILE :** As per the requirement of Technical Trades related to Project/ Augmentation of capacity of TPDK-1, T-90 (OH) and T-72 in OLF (A unit under IOL).

12. **NATURE OF ENGAGEMENT** : All the Posts/ Positions are on Fixed Term Full Time (Contract) Basis only.

13. **PLACE OF POSTING:** At OLF Dehradun [A Unit under India Optel Limited (IOL)]. However, the engaged individual shall be liable to be transferred to any of the unit, Project Establishment, Office or any other place or location or job where he/ she may be posted for Company's work in any part of the country as may be required by the Competent Authority.

14. **SELECTION PROCEDURE**:

14.1 Candidates will be shortlisted for Trade Test (Practical) on the basis of Percentage of Marks obtained in the final examination of NTC/ NAC (In case possessing both NTC/ NAC, the percentage of marks of NTC will only be considered). Candidate will be called for Trade Test 02 times of the number of positions to be filled in the order of percentage of marks obtained in final examination of NTC/ NAC.

14.2 Shortlisted candidates will be called for Trade Test (Practical) which will be of qualifying nature only. Candidate who fails in Trade Test will be disqualified.

**Note** : Resolution of Tie (In order of preference) :-

(a) Ex-Trade Apprentices of Ordnance Factories will get preference in case of Tie.
(b) The candidate older in age will get preference.
(c) Alphabetical order of Names.

14.3 Trade Test : The syllabus of Trade Test (Practical) will be as per trade test specification of semi-skilled grade of the relevant trade. Trade test will be merely of qualifying nature. The merit will be decided solely based on %age of marks obtained in the final examination of NTC/ NAC. In case possessing both NTC/ NAC, the %age of marks of NTC will be considered.

14.4 Request for change of Trade Test date/ Venue etc., will NOT be entertained under any circumstances.

14.5 Reimbursement of Travelling Allowance (TA) to candidates appearing physically for Skill Test/ Trade Test (Practical) would be permitted limited to Bus/ Train fare as per applicable Govt. guidelines.

15.. **DECLARATION OF RESULT ON SELECTION** :- The result of the final selection will be published only on IOL's website https://indiaoptel.in. Selected candidates will also be informed through E-mail.

16. **APPLICATION FEE** - NIL

17. **HOW TO APPLY:**

17.1 Interested candidates may download the prescribed format attached herewith as **"Application Format at Annexure-A to this advertisement"** available at IOL's website https://indiaoptel.in in '**Career'** section and fill up the same in **BLOCK LETTERS** only. Candidates must go through the detailed terms & conditions and also check regularly this website for any further updates. The application along with necessary enclosures is to be forwarded by **POST ONLY** to the following :-

**The Chairman & Managing Director**
**India Optel Limited, OFILDD Campus**
**Raipur, Dehradun (Uttarakhand) - 248008**

The envelope must be clearly superscripted as **"APPLICATION FOR THE POST OF** …….. **ON FIXED TERM CONTRACT BASIS**". The last date for receipt of Applications at IOL will be the closing date of advertisement.

17.1 Candidates are required to attach self-attested copies of all the requisite documents pertaining to his/ her age, qualifications, experience, past employment, present employment, Salary Proof etc.

17.2 It is mandatory to fill all the relevant information such as qualification details, experience details (if any), marks and percentage of marks etc.

17.3 Applicants are directed to enter his/her/their active E-mail ID and Mobile number which should be valid throughout the engagement process. All-important communications will be sent to this E-mail ID only.

17.4 All the candidates are required to go through the terms and conditions thoroughly before filling their applications.

17.5 If any candidate wants to apply for more than one position, he/she has to apply separately for each position.

18.6 The Ex-serviceman candidates applying for the post under Ex-Serviceman category should have to submit duly signed undertaking in the format as given at **Annexure-B** of the application format.

18.0 **REJECTION OF APPLICATIONS/ CANCELLATION OF CANDIDATURE**:

18.1 Applications received after the closing date or not meeting the eligibility criteria and Terms & Conditions of the advertisement will be summarily rejected. IOL management will not take any responsibility for any delay in receipt or loss in postal transit for any application or communication.

18.2 Applications in which all the details are not fully filled or incomplete or not in prescribed format or not legible or without self-attested copies of required certificates, shall be summarily rejected, without assigning any reasons and no correspondence in this regard shall be entertained.

18.3 In case of any variation in Name/ surname/spelling mentioned in the Application Form with educational/professional qualification certificates, application will be rejected summarily without any correspondence.

18.4 Submission of false/ incorrect/ incomplete information / dubious / bogus documents etc. shall disqualify the candidature.

18.5 Candidates will be disqualified ab-initio in case they do not fulfil the eligibility criteria and their application(s) will be rejected without any correspondence.

18.6 No correspondence will be entertained from any candidate on their non-selection/ rejection of application, during any stage of engagement process.

## OTHER TERMS & CONDITIONS

### 19. Nature of Engagement

The Fixed Term Engagement will not entitle any candidate to claim regular / permanent employment in the Company in future. The engagement is purely a temporary and ad-hoc engagement for a fixed Term to meet temporary functional requirements. The engagement shall be on fixed term contractual basis. The person so engaged, has no lien, right or Term against any post in IOL, and shall not at any time during or after expiry of the term of engagement or its premature termination, make any claim for regularization or employment in IOL.

### 20. Termination of Engagement

20.1 The engagement will come to an end automatically on completion of contract Term, without any further notice, unless extended.

20.2 If a Person engaged is continuously absent from duty without information, for a period 15 days, his/ her Contract Term will automatically cease to exist. However, Competent authority reserves power to relax on proper justification thereof.

20.3 If a Person engaged is found medically unfit to discharge his duties (as assigned to him &

for which engaged) or declared medically unfit to discharge his duties related to his present engagement by the Competent Medical Authority, he/she shall liable to be discharged at any time from his present engagement.

20.4 The Fixed Term Contract engagement can be terminated at any time owing to poor performance, misconduct or on account of breach of company rules as applicable to the person.

20.5 Pay and allowances may be drawn in his name up to the last working day or date of his / her completion of tenure, whichever is relevant.

20.6 Further, the engagement can be terminated at any time during the period of Tenure engagement, by giving three (03) months' notice by FTC employee and one (01) month's notice by the company or payment of the Basic Pay + IDA components of the Remuneration in lieu of the Notice.

20.7 At any stage of engagement or later, if a candidate is found guilty of any misconduct such as:

a) Impersonating or procuring impersonation by any person; or
b) Resorting to any irregular means in connection with his/her candidature during selection process; or
c) Using undue influence of his/her candidature by any means; or
d) Submitting false certificates/documents/information or suppressing any information at any stage;

Then, in addition to rendering himself/herself liable to legal/criminal prosecution, will also become liable to be:

a) Debarred with engagement permanently or for a specified period from any examination/engagement and/or;

**b)** Terminated from service, if the act of misconduct comes to notice after his/her engagement for services to IOL.

21. **Engagement on Tenure Basis:-**

The Company retains the right to engage at any level/grade/post as per functional requirement. Even after the advertisement for engagement, the management will have the right to increase/decrease the number of posts or not to fill up any of the posts or raise the minimum eligibility standards / cancel candidature of any candidate / or cancel engagement process.

22.0 **Qualification and Relaxation:-**

22.1 All minimum essential qualification(s) must be recognized by appropriate authority as per

applicable directives of the government.

22.2 Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.

22.3 Wherever, Cumulative Grade Point Average(CGPA)/overall Grade Point Average (OGPA)/Cumulative Performance Index (CPI) or letter grade in a qualifying degree (Essential Qualifications) is awarded, procedure adopted by All India Council for Technical Education (AICTE)/ University Grants Commission (UGC) will be followed.

22.4 For converting Cumulative Grade Point Average (CGPA) to percentage, multiplying factor will be 9.5 i.e. to convert the CGPA into percentage; CGPA x 9.5 will give the percentage.

22.5 In case both CGPA & total marks are given in the mark sheet, total marks will be considered for determining percentage. If grades are given like A1, A2, B1, B2 etc., in the mark sheet, total marks will be considered for determining percentage.

22.6 All the Qualifications possessed by the candidate & also Qualifications/Courses being pursued by them at the time of submitting of application for employment/engagement, are to be clearly indicated in the application. In other words, all the qualifications already possessed and Qualifications /Courses which are being perused /currently undergoing are to be indicated in the Application while submitting the same for notified positions in IOL.

23. **Medical Fitness:-**

Nobody will be engaged to any post in the Company, unless he is declared physically fit as per the norms and standards for medical fitness prescribed for the post by the competent civil medical authority / the Company's authorized medical officer/officers at the time of engagement in the Company's service. All engagements will be subject to the candidate's medical fitness as per prescribed standards for the post. The opinion of the authorized doctor in this regard shall be final. Persons engaged shall be liable to be medically examined at any time during the period of his engagement with the Company. The engagement shall be terminated any time if found medically unsuitable/ unfit for such engagement.

24. **Verification of Character and Antecedents:-**

Engagement shall be on the basis of satisfactory verification of character and antecedents in the prescribed form by the prescribed authorities in accordance with the directives issued by the Government from time to time. Such verification, if considered necessary may be obtained subsequently at any time during the course of engagement.

Being a Defence installation, to ensure the safety and security of the plant, verification of character shall be again carried out through the District Authorities at the time of every extension.

25. **Liability for Service:-**

25.1 Generally posting shall be done for the specific project/work as per job description. However, in case of any specific requirement, he/she shall be liable to be transferred to any of Unit, Project, Establishment, Office or any other place or location or job where he may be posted for the Company's work in any part of the country as may be required by the Competent Authority.

25.2 Persons engaged shall be liable to be called upon by the Management at any point of time based on exigencies of work for which no extra payment shall be made.

26. **Hours of Work:-**

26.1 They will work on full time basis and on all working days as applicable or in operation in the Company. In case of functional requirement and exigencies of work, they may also be required to work beyond the normal working hours and on holidays too.

26.2 He/she shall comply with such instructions as are issued from time to time relating to attendance, arrival and departure, the period and hours of work and shall be at work at the time fixed and notified by the competent authority from time to time.

26.3 Attendance shall be marked daily according to the method prescribed by the management from time to time.

26.4 Absence from duty including absence due to late coming, shall be reckoned as follows:

i. Who does not report for duty on time may not be taken on work, and his absence for the day will be treated, at the discretion of the competent authority, as leave with or without pay or as absence from duty.

ii. Nothing in this provision shall prejudice the right of the management for deduction of wages for the period of absence and/or for taking disciplinary action against the delinquent employee as decided by the Competent Authority.

27**.** **Holidays and Leaves:-**

27.1 The list of festival/closed holidays shall be as notified by the management.

27.2 Persons engaged on a Fixed Term basis shall be entitled to one and a half (1.5) days of paid leave for every completed calendar month of service. Leave shall be credited in advance to the employee's leave account and shall be credited twice a year, on 1st January

and 1st July**.** Employees joining in between the leave credit periods shall be credited leave on a pro-rata basis**.**

27.3 Persons engaged will be entitled for Ten (10) days Casual Leave for one calendar year; which will be proportionately credited. Casual Leave for the calendar year shall be credited in advance to the leave account. Casual Leave will not be carried forward to the subsequent calendar year.

27.4 In case of absence from work over and above the stated weekly off, leave and holidays, proportionate amount will be deducted from the consolidated monthly remuneration.

27.5 Further, Personnel joining the Company between the 1st to 15th day of the month will only be granted Leave for that month.

27.6 Paid Leave may be accumulated by an FTC employee during the tenure of engagement and may be encashed up to 15 days per year on completion of the tenure including extension, based on the Basic Pay plus IDA applicable on the date of encashment.

27.7 Un-availed portion of Paid Leave standing at the credit of Persons engaged at the year-end will be allowed to be carry forward to the subsequent year.

27.8 In the event of resignation, the amount equivalent to the excess leave availed**,** if any, shall be recovered at the time of release of the FTC employee.

## 28. **Official Tours:-**

Fixed Term employee shall be liable to proceed on tour in the course of his official duty to any place within India as and when so required by the management for which he shall be paid as per TA/DA Rules.

## 29. **Accommodation:-**

Persons engaged on Fixed Term Contract will be eligible for allotment of Company Quarters as per IOL residential accommodation policy subject to availability. In case of such allotment, they will be required to pay rent / license Fee and other charges as applicable from time to time. Payment of Electricity Charges will be as per actual consumption. No HRA will be payable in case Company Quarter is allotted to the Fixed Term Employee.

## 30**.** **Other Benefits:-**

In addition to the above, selected candidates are also entitled for the following benefits and terms and conditions:

i. **Annual increment** @ 3% (rounded off to the next Rs. ten) during the Term shall be admissible on the Basic Pay, subject to satisfactory performance on assessment and recommendation by duly constituted Performance Review Committee / Functional Head.

ii. **IDA** component would be revised from time to time as notified by DPE for CPSEs.

iii. **Medical Benefits:** In case of an emergency, facilities in IOL Hospitals / Dispensaries (if any) can be availed.

iv. **Maternity Benefits**: Female personnel will be entitled to Maternity Benefits under the provisions of the Law as applicable from time to time.

v. **Paternity Leave**: Paternity Leave shall be admissible to male FTC employees for the first two surviving children only. The quantum of Paternity Leave shall be 15 days, which may be availed either up to one week prior to or within one month from the date of delivery of the child. During the period of Paternity Leave, the employee shall be entitled to leave salary equal to the pay last drawn immediately before proceeding on leave**.** Paternity Leave shall be availed in one continuous spell only and shall not be combined with any other kind of leave**.** If the leave is not availed within the prescribed period, it shall lapse and shall not be carried forward**.** *(Adoption cases are not applicable).*

vi. **EPF**: FTC employees will be required to contribute @12 % of Basic Pay plus DA per month towards EPF and equal contribution shall be made from the employer as well.

vii. **ESIC and Bonus**: Personnel engaged will be eligible for ESIC and Bonus (if applicable) as per Act and government guidelines.

viii. **Gratuity:** Gratuity shall be payable to an FTC employee upon completion of his tenure, if he has completed a minimum of one-year period in the company, under the provisions of the Law as applicable from time to time.

ix. **Retention Bonus**: Fixed Term Contract employees who render continuous service shall be eligible for a Retention Bonus at the rate of 25% of the last month Basic Pay for each completed year of service, which shall be payable only after completion of the contract period, including approved extensions. In the event of resignation, the Retention Bonus shall not be admissible.

x. Familiarization Training / Orientation program may be held.

xi. The Fixed Term Contract based Personnel will abide by terms of contract, various Company Rules & Regulations, while carrying out the assigned work. For this they have to execute an agreement with the company.

xii. In case such personnel are transferred from one Station to another in view of functional needs, they will be entitled to Transfer TA/DA benefits as per Company Policy.

xiii. Such personnel will be covered under the Income Tax etc. as per the applicable Rules and all such Taxes would be payable by them.

xiv. The Tenure Based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company.

xv. The engagement will be on full time basis. Unauthorized absence from duty (i.e. other than on authorized Leave / Company Holidays) will result in proportionate reduction in Emoluments.

31. **Disqualification:-**

Following shall constitute disqualification for engagement:

- ☐ Insolvency
- ☐ Pendency of investigation/trial in relation to a criminal offence.
- ☐ Conviction by Court of Law for criminal offence.
- ☐ Dismissal/termination from the services in previous employment(s) pursuant to disciplinary action.
- ☐ Canvassing or Outside influence to secure engagement.

32. Mere submission of Application does not guarantee the adequacy of candidature for being considered for further selection process. Mere fulfilling of eligibility criteria shall not confer any right to the applicant for being called for interview/appointment. Canvassing in any form to secure employment will lead to disqualification. Such candidates may be debarred from future engagement cycles also.

33. Mere submission of application form does not guarantee issue of "Call Letter" for Trade Test (Practical) or Selection.

34. Provisionally short listed candidates will be informed for Trade Test (Practical) through E-mail only. Therefore, candidates are required to fill their e-mail and phone number mandatorily in the application form.

35. Travelling Allowance (TA) to candidates appearing physically for Skill Test/ Trade Test/ Interview for contractual engagements will be permitted limited to Bus/ Train fare as per applicable Govt. guidelines.

36. Candidates are required to possess a valid e-mail ID and Mobile number for communication. E-mail ID & Mobile Number should be kept active till the completion of the whole engagement process.

37. IOL will not be responsible for bouncing or loss of any E-Mail sent to the candidate due to invalid/ wrong E-Mail ID provided by the candidate or delivery of E-Mail to spam/ bulk mail folder/ or for delay / not receipt of information or if the candidate fails to access his/ her E-mail/ Website in time.

38. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted in appropriate Courts/ Tribunals / Forums in Dehradun (Uttarakhand State) only, which shall have sole and exclusive jurisdiction to try any cause/ dispute.

39. Management reserves the right to call for any additional documentary evidence in support of Qualification, etc. from the applicants.

40. All details given in the Application Form will be treated as final and no changes will be allowed. Therefore, the candidates are advised to fill all details in the Application Form carefully.

41. Any further information/ Update/ Corrigendum/ Addendum if any, with regard to this advertisement and Selection Process will be uploaded only on IOL's website https://indiaoptel.in in '**Career'** section**.** Please check the website for regular updates.

42. The decision of IOL in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, and posting of selected candidate, will be final and binding on the candidate and no enquiry/correspondence will be entertained in this regard.

43. It is the responsibility of the candidate to satisfy that he/she meets the eligibility criteria (as mention in this advertisement) fully before applying.

44. The finally selected candidate will have to sign a contractual agreement with IOL.

45. The Contract shall not confer any rights or claim of extension/absorption in the Company.

*46.* ***Admit Card/ Call letters for Trade Test (Practical) will be forwarded to the Shortlisted candidates by E-mail only. Candidates will be required to paste similar photograph that he/she had pasted on the application form, while reporting for interview for identification.***

47. Candidates currently serving in Government/Quasi. Government/PSU/Autonomous Body are advised to seek prior permission from their employers to apply for the notified posts. Such applicants shall have to submit **'No Objection Certificate (NOC)'** from their present employer at the time of Interview, without which they may not be allowed to appear in the interview.

48. On final selection, such candidates, who have been working in Govt./Quasi Govt./PSU/Autonomous Body/ Private Entity, should produce the relieving letter from their previous employer. In the absence of such document, he/she shall not be allowed to join IOL.

49. **Declaration of Result:-**

i. The names of candidates selected will be notified in the IOL's website https://indiaoptel.in in '**Career'** section.

ii. The offer of engagement shall be issued to the Provisionally selected candidates in the order of their merit and based on the number of vacancies and will be subject to verification of antecedents and caste certificate/PH certificate (in case of reserved category candidates) as per Govt. of India guidelines.

50. All certificates including caste certificate will be verified through appropriate authorities for ensuring its authenticity in the due course.

51. **Ex-gratia payment:-**

In case of death by accident arising out of / in the course of employment in the premises of the Company, an ex-gratia payment of Rs. 10 lakhs shall be extended to the family of the deceased person or Employee Compensation under the relevant statute as applicable from time to time.

52. **Deduction or recovery from remuneration:-**

Apart from the statutory deductions and contributions, deductions shall be done for the following purposes:

i. For amenities and services supplied by the Company.

ii. For recovery of advances or for adjustment of over-payments.

iii. Income tax or any other tax levied by the Government or any other statutory dues.

iv. Deduction required to be made by orders of a Court or other authority competent to make such order.

v. Deduction of amounts due to the Company from the employee on any account.

vi. Any other deductions made with the written authorization of the employee concerned.

vii. Fines.

viii. For unauthorized absence from duty.

ix. For damage to or loss of goods expressly entrusted to the employee for custody or for loss of money for which he is required to account.

53. **Performance Evaluation:-**

The performance of all Fixed Term Contract Employees will be initially evaluated on completion of six months period and thereafter annually. Individuals having performance rating 'Average' or 'Poor' will be given One (01) months' time in writing to improve their performance. After One month performance will be evaluated again and if again the performance rating is found Average or Poor, the services of the individual will be terminated by giving one-month notice.

54. **Secrecy:-**

a. Persons engaged on Fixed Term Contract basis shall be required to sign a 'Non-Disclosure Agreement' with the Company.

b. Persons engaged will maintain all information/ documents/ materials gathered during the course of the engagement in strict confidence. He/ she will not copy or make notes of such information/ documents except in connection with the work for the Company. He/ she will not divulge to anyone outside the Company or use any of the information/ documents/ materials gathered during the course of engagement for his/ her own or anyone else's benefit, either during or after the terms of engagement with the Company. The aforesaid obligation shall also apply to proprietary/ confidential information/ documents of third parties received by him/her or the Company in the normal course of the engagement with the Company.

c. The Persons engaged shall, while demitting the Office, handover all information/ documents/ materials under his/ her possession, during the engagement period, to the immediate Reporting Authority.

55. **Application for outside employment:-**

FTC employees are required to submit applications for outside employment through proper channel. Applications for outside employment shall be forwarded subject to exigencies of work and maximum of two in a year; excluding for UPSC notified posts.

56. The above Terms & Conditions of engagement are subject to amendment on issuance and in accordance with any new rules, regulations and guidelines ordered by Govt. of India.

57. **IOL's Decision Final:-**

The decision of Chairman & Managing Director, IOL in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, conduct of interviews, selection and engagement of selected candidates will be final and binding on the candidates and no query/ correspondence will be entertained in this regard.

58. **CONTACT US :-** In case of any problem faced by the candidates in filling up the application, they may contact to HR (Recruitment) Department of IOL over phone number: 0135 -2787101 - 03 (Extn. 4031) between 10 AM to 4 PM on any working day, i.e. Monday to Friday.

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**Annexure 'A'**

**APPLICATION FORMAT FOR PROJECT TECHNICIANS TO BE ENGAGED ON FIXED TERM CONTRACT BASIS**

(To be Forwarded by Speed Post only)

[REF : **ADVERTISEMENT NO. IOLHqrs/100(6)/2026-Rectt]**

To,

The Chairman & Managing Director
India Optel Limited, OFILDD Campus
Raipur, Dehradun (Uttarakhand)
Pin - 248008

Paste a recent Passport size Photograph (self attested in front) to be firmly pasted (not to staple)

**APPLICATION FOR THE POSITION OF**_____

| | | |
|---|---|---|
| 1. | NAME (IN FULL AND CAPITAL LETTERS) | |
| 2. | FATHER'S NAME | |
| 3 | MOTHER'S NAME | |
| 4. | MARITAL STATUS | |
| 5. | SPOUSE NAME | |
| 6. | GENDER (MALE/ FEMALE) | |
| 7. | NATIONALITY | |
| 8. | DATE OF BIRTH(DD/MM/YYYY) | |
| 9. | AGE IN YEARS, MONTHS & DAYS. (AS ON CLOSING DATE OF ADVERTISMENT) | |
| 10. | Category (GEN/SC/ST/OBC/EWS) (Certificate to be enclosed) | |
| 11. | IF PwBD, please indicate category as per advertisement. | |
| 12. | EXTENT OF DISABILITY PERCENTAGE (Disability Certificate to be enclosed) | |
| 13. | IF Ex-Serviceman (Yes/No), Please enclose copy of Discharge Book and PPO. | |
| 14. | WHETHER NAC, NTC OR BOTH HOLDER | |
| 15. | TECHNICAL QUALIFICATION (NAC/ NTC) | |
| 16. | TRADE | |
| 17. | PRESENT EMPLOYMENT STATUS - WHETHER PRESENTLY EMPLOYED (YES/ NO) | |

| | | |
|---|---|---|
| 18. | IF YES - NAME OF THE EMPLOYER | |
| 19. | WHETHER GOVT/ PSU/PRIVATE | |
| 20. | DATE OF RETIREMENT/SEPARATION FROM LAST EMPLOYMENT | |
| I | NAME OF THE COMPANY/DEPARTMENT (RETIRED/ SEPARATED) | |
| II | WHETHER CPSE/STATE PSE/GOVT. DEPARTMENT/PRIVATE SECTOR. | |
| III | POST CURRENTLY HELD ON REGULAR (SUBSTATIVE) BASIS WITH PAY SCALE, LEVEL AND GRADE PAY (UNDER IDA & CDA PAY SCALES) OR ON THE DATE OF RETIREMENT/SEPARATION | |
| 21. | PRESENT ADDRESS FOR COMMUNICATION | |
| 22 | PERMANENT ADDRESS | |
| 23 | MOBILE NO. (MANDATORY) | |
| 24 | E-MAIL ID (MANDATORY) | |
| 25 | AADHAAR NUMBER | |
| 26 | PAN NUMBER | |
| 27 | TWO PROMINENT & VISIBLE IDENTIFICATION MARKS | 1.<br>2. |

28. ACADEMIC QUALIFICATIONS (STARTING FROM CLASS XTH ONWARDS):

| Name of School/ College | Name of Recognized Board/ University of Examination | Examination Passed | Month & Year of passing |
|---|---|---|---|
| | | | |
| | | | |
| | | | |
| | | | |

(May attach a separate sheet if space becomes constraint)

29. (i) Details of Passing NTC :-

| Trade | Name of Institution | Training Period | | Exam Month & Year | Month & Year of Passing | Marks Secured | Maximum Marks | Percentage of Marks |
|---|---|---|---|---|---|---|---|---|
| | | From | To | | | | | |
| | | | | | | | | |

30. (ii) Details of Passing NAC :-

| Trade | Name of Institution | Training/ Apprenticeship Period | | Exam Month & Year | Month & Year of Passing | Marks Secured | Maximum Marks | Percentage of Marks |
|---|---|---|---|---|---|---|---|---|
| | | From | To | | | | | |
| | | | | | | | | |

31. <u>DETAILS OF PRESENT EMPLOYMENT/ PREVIOUS EXPERIENCE (IF ANY)</u>:

| SL. No. | Name of the Company/ Organization | Central Govt./ State Govt./ PSU/ Autonomous /Private etc. | Post held | Period of Employment | | Nature of Duties |
|---|---|---|---|---|---|---|
| | | | | From | To | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

(May attach a separate sheet if space becomes constraint)

32. Any additional information (if any) which you would like to mention in support of your suitability for the post or in relation to the post.

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33. Check List of Enclosures:-

| Sl. No. | Enclosures | Remarks (Yes/ No) |
|---|---|---|
| 1 | Proof of Date of Birth | |
| 2 | Educational Qualifications Certificate(s) | |
| 3 | 10th, NTC & NAC Mark Sheets & Pass Certificates | |
| 4 | Experience Certificate (if any) | |
| 5 | Caste & Category Certificate [SC/ST/OBC (NCL)/ EWS/ PwBD/ ESM] in prescribed format of Government of India | |
| 6 | Declaration by Ex-SM candidates as per Annexure-B | |
| 7 | Whether all the above documents/ certificates are self-attested | |
| 8 | Two copies of Photographs- one pasted on application form and one to be retained by the applicant for Admit Card when appearing for Trade Test. | |

**DECLARATION**

I, Shri/Smt/ Km _____ have read the instructions carefully before sending this application. I hereby declare that all the statements made in this applications are correct to the best of my knowledge and belief. I understand that any discrepancy found in the information furnished by me in my application form will lead to cancellation of my candidature/ debarment at any time.

Further, I also understand that the engagement is purely temporary and contractual and on Full Time Fixed Term Contract Basis and is not against any Permanent vacancy & this engagement will not give me any claim for regular/permanent employment in the company.

Date: Signature of candidate

Place:

**ANNEXURE-B**

## UNDERTAKING TO BE SUBMITTED BY EX-SERVICEMAN

I understand that, if selected on the basis of the engagement/ examination to which this application relates, my engagement will be subject to my producing documentary evidence to the satisfaction of the Competent Authority that I have been duly released / retired/ discharged from the Armed Forces that I am entitled to the benefits admissible to Ex-Servicemen in terms of Ex-Servicemen (Re-Employment in Central Civil Services and posts) Rules 1979, as amended from time to time.

2. I also understand that I shall not be eligible to be engaged to a position reserved for Ex-servicemen in regard to the engagement covered by this examination, if I have at any time prior to such engagement, secured any employment on the civil side (including Public Sector Undertakings, Autonomous Bodies/ Statutory Bodies, Nationalized Banks etc.) by availing of the concession of reservation of vacancies admissible to Ex-Servicemen.

Date :

(Name & Signature of the Candidate)

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