



THE FERTILISERS AND CHEMICALS TRAVANCORE LIMITED
Schedule 'A' multi-divisional Central PSE

Recruitment Notification No: 11/2025 dated 02.12.2025

THE FERTILISERS AND CHEMICALS TRAVANCORE LTD., a multi-divisional Central PSE, and pioneers in the manufacture and marketing of Fertilisers, Chemicals and Caprolactam, with activities spread over Manufacturing, Engineering Design and Consultancy, Fabrication etc., invites applications from eligible candidates for engagement on **Fixed Tenure Contract (Adhoc Basis)** to the post mentioned below:

Post Code	Post	Specification
1	Draughtsman - Mechanical	Diploma in Mechanical Engineering with 2 years experience in Drafting of piping Layout, Key plans, Isometric drawings, bill of quantities using AutoCAD. Knowledge in 3D modelling using Cardworx plant, software is desirable. In the absence of a sufficient number of candidates with the prescribed 2 years of experience, candidates with 1 year of relevant experience may be considered. If suitable candidates with 1 year of experience are also not available, applicants without experience may be considered. See also Note "a" below.
2	Draughtsman - Electrical	Diploma in Electrical/Electrical and Electronics Engineering with two years experience in preparation of single line diagram, General arrangement drawings of substation buildings, power layout, earthing layout, lighting layout etc. using CAD software and preparation of BOQ for erection tenders. In the absence of a sufficient number of candidates with the prescribed 2 years of experience, candidates with 1 year of relevant experience may be considered. If suitable candidates with 1 year of experience are also not available, applicants without experience may be considered. See also Note "a" below.
3	Draughtsman- Instrumentation	Diploma in Instrumentation/Instrumentation & Control/ Electronics & Instrumentation/Electrical & Instrumentation Engineering with two years experience in preparation of engineering drawings using CAD software and preparation of BOQ for erection tenders. In the absence of a sufficient number of candidates with the prescribed 2 years of experience, candidates with 1 year of relevant experience may be considered. If suitable candidates with 1 year of experience are also not available, applicants without experience may be considered. See also Note "a" below

Post Code	Post	Specification
4	Draughtsman - Civil	Diploma in Civil Engineering / Architecture with two years experience in preparation of Civil general arrangement / Structural drawings of RCC or Steel Structures using CAD software. In the absence of a sufficient number of candidates with the prescribed 2 years of experience, candidates with 1 year of relevant experience may be considered. If suitable candidates with 1 year of experience are also not available, applicants without experience may be considered. See also Note “a” below
5	Draughtsman - Chemical	Diploma in Chemical Engineering with two years experience in Drafting of PFDs, P&IDs using AutoCAD. In the absence of a sufficient number of candidates with the prescribed 2 years of experience, candidates with 1 year of relevant experience may be considered. If suitable candidates with 1 year of experience are also not available, applicants without experience may be considered. See also Note “a” below

Note:

- Among candidates who possess the required experience as specified in table above, preference shall be given to those who have completed **one year of Technician Apprenticeship training** in the prescribed qualification at FACT, or in the Chemical / Petrochemical / Oil & Gas / Power Sector industry, or in any Engineering Consultancy / EPC (Engineering, Procurement and Construction) firm, subject to production of a Certificate of Proficiency (COP) issued by the Board of Apprenticeship Training. Only apprenticeship training completed on or before 01.12.2025 will be considered. It is further clarified that the one-year apprenticeship will not be counted as one year of experience but will be used only as a basis for giving preference among eligible candidates.
- Relevant date for determining eligibility with regard to all eligibility criteria such as qualification, experience, age, apprenticeship etc. stipulated in the notification will be **“01.12.2025”**.
- Only post qualification experience as on 01.12.2025 will be considered. Candidates shall submit along with application, experience certificate showing experience in the relevant field and those who are presently working shall submit reasonable proof of employment in the relevant field to the satisfaction of Management, without which such experience (s) will not be counted.
- Empanelment of candidates will be consequent to passing in a practical skill test in Engineering drafting software.



General terms and conditions for appointment

1. The engagement will be for a term of two years, renewable for a maximum period of 2 spells of one year each, at the discretion of the Management, subject to requirement, performance, assessment etc. Engagement is also liable to be terminated by the Management with 15 days' notice or pay in lieu of notice, at its discretion without assigning any reason.
2. Reservation for SC, ST, OBC (NCL), EWS and PWBD will be applicable as per Government Directives. EWS candidates shall submit EWS certificate of relevant year (income of 2024-25). OBC-NCL candidates shall produce OBC-NCL certificate issued by competent authority within 6 months prior to joining. Criteria for determining the category shall be as per Government of India directives as applicable to Central Government establishments.
3. Age: Maximum age shall be 35 years as on the relevant date. Relaxation in maximum age is permissible for reserved posts as per GOI directives. Maximum age after all relaxation shall not exceed 53 years.
4. Eligible candidates should have been born on or between 01.12.1990 and 30.11.2007. Relaxation in maximum age limit is permissible up to 5 years for SC/ST candidates, 3 years for OBC (NCL) candidates and 10 years for PWBD (Disability 40% and above) candidates.
5. Educational qualification shall be approved / recognized by AICTE and shall be from a Government recognized Institution / AICTE approved Institution / and shall be a full time regular course. Those who have studied part time or through correspondence course are not eligible to apply.
6. The engagement will be subject to the candidate being medically fit and continuing to be medically fit during the period of contract as per the standards prescribed by the Company.
7. Engagement under this notification is only for fixed term and will not in any way directly or indirectly confer any right for extension of term of engagement or for permanent appointment or preferential treatment in appointment in the Company.
8. Practical Skill test in Engineering drafting software will be conducted as part of the selection process and candidates passing the practical skill test and meeting the eligibility criteria on scrutiny of documents, will be ranked on the basis of the following criteria and in the order given below:
 - a. Completed years of relevant experience of (i) two years, (ii) one year and (iii) without experience.
 - b. Completed Technician Apprenticeship training in the prescribed qualification at FACT or in the Chemical / Petrochemical / Oil & Gas / Power Sector industry or in any Engineering Consultancy / EPC (Engineering, Procurement and Construction) firm and submitted COP (Certificate of Proficiency) issued by Directorate General of Training/NCVT.
 - c. Earlier year of passing the relevant qualification (year as mentioned in Diploma certificate).
 - d. Earlier date of birth.

9. Management reserves the right to short list/empanel candidates by adopting such other methods or criteria found suitable at the discretion of the Management and to decide on the mode of selection. The decision of the Company about the mode of selection, requirements, eligibility criteria, shortlisting of candidates etc. shall be final and binding. No correspondence will be entertained in this regard.
10. Engagement from the panel will be subject to requirements like projects, shift working and so forth.
11. Meeting the eligibility criteria / attending or being successful in the skill test by itself will not confer any right on the applicant for selection or to be included in the Panel or for engagement.
12. Candidates offered engagement with two years experience, will be paid a consolidated pay of Rs.26,530/- per month and an increase of 3% on successful completion of each year. Candidates appointed with one to less than two years experience, will be paid a consolidated pay of Rs.25,750/- per month and an increase of 3% on successful completion of each year. Candidates with less than one year experience / only apprenticeship / no experience, will be paid consolidated pay of Rs.25,000/- per month and an increase of 3% on successful completion of each year. Leave, ESI, Provident Fund, Shift allowance, TA & DA for duty travel will be applicable based on eligibility, as per Rules of the Company.
13. Interested candidates from the panel may be considered for engagement for periods of shorter duration too, based on requirements of the Company at rates/terms fixed by the Company for such engagement.
14. Candidates desiring to apply for the post against this notification can register themselves by filling and submitting the details in the Online Form by clicking the **Online Registration link** provided in the website [>>Careers>>Job Openings>>Recruitment Notification 11/2025](http://www.fact.co.in). The following shall be ensured while submitting the application through Online method.
 - a. All necessary data shall be filled in the Online Forms as prescribed.
 - b. Application Form in the prescribed format (given as “Application Form” in the website along with this notification), shall be manually filled, signed, photo affixed and uploaded in PDF format in the prescribed place provided in the Online Form.
 - c. After filling and uploading the documents, the Online Form shall be submitted by clicking the **Submit** button.
 - d. Uploaded Application Form in original (mentioned in (b) above) along with self-attested copy of (1) Proof of Date of Birth (2) Certificates to prove educational qualification from Std X onwards (both mark sheet and Pass Certificate) (3) Certificates to prove relevant experience mentioned in the Application Form (4) Document showing proficiency in CAD (5) Certificate showing proof of Caste / PWBD, if reservation/relaxation is claimed on account of these (6) Aadhaar, shall



be send by **Speed Post/Registered Post** to DGM (HR), HR Department, FEDO Building, FACT, Udyogamandal,PIN-683501 so as to reach latest within 7 days from the last date of submitting online form.

- e. Envelope containing the application shall be superscribed with “Application for the post of Draughtsman(Mention Discipline)-Ad.11/2025”.
- f. Application received by post without submitting online Form and online Form submitted without uploading Application Form / receiving Application by post **will not be accepted.**
- g. Last date for submission of Online Form will be **4.00PM on 16.12.2025.**

How to Apply	
Stage 1	Stage 2
Submit Online Form / Upload Application on or before 4.00PM on 16.12.2025.	Send the original Application Form uploaded with all relevant certificates / documents by Speed Post/Registered Post so as to Reach us on or before 22.12.2025

- 15. Originals of the documents shall be furnished as and when called for.
- 16. All further notifications shall be through the Company website and therefore candidates shall visit our website www.fact.co.in for updates. Individual communications to the candidates will be only through the e-mail id mentioned in the application form and candidate shall keep the said e-mail id given, valid and functional at all times. Company will not be held responsible for failure of communication sent through the e-mail id provided by the candidate.
- 17. Applications and all connected documents of those applicants not included in the Panel will not be retained for more than one year from the date of publication of the Panel.
- 18. Any dispute with regard to recruitment against this notification will be settled in courts within the jurisdiction of Ernakulam, Kerala State only.

Deputy General Manager (HR)