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

WALK IN SELECTION
Recruitment Notification No. : 10/2026 dated 23.11.2026

THE FERTILISERS AND CHEMICALS TRAVANCORE LTD., a multi-divisional Central PSE, and pioneers in the manufacture 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 following post:

Post Code	Post	Specification	Maximum Age
01	**Craftsman (Fitter Cum Rigger)**	Std X pass with National Trade Certificate in the trade of Fitter/Mechanic.	35 years (Relaxation applicable as in GOI directives)

Date of Walk in Selection — **03.12.2026 at 9. 00 AM**

Place of Walk in Selection — **HR Department, FEDO Buildings Eloor, Udyogamandal-683501**

Note:

a. Relevant date for determining eligibility with regard to all eligibility criteria such as qualification, age, apprenticeship etc. stipulated in the notification will be **"01.11.2026".**

b. Only male candidates are eligible to apply.

c. Recruitment is statewide basis and candidates shall submit Domicile certificate for the State of Kerala at the time of document verification.

d. Candidates who have resigned or were relieved other than at the end of term of contract/ completion of work from temporary/adhoc engagement of FACT will not be considered for engagement.

e. Candidates being employed as Craftsman (Fitter cum Rigger) in the Company on fixed tenure contract (adhoc basis) are eligible to apply. However, a candidate who is already in such employment as Craftsman (Fitter cum Rigger) on fixed tenure basis in the Company shall not be considered for appointment from the merit panel prepared under this notification, irrespective of their position in the panel, till they complete their maximum tenure of 4 years of their ongoing engagement. Such candidates may be considered only against any future requirements after completion of such tenure, subject to reservation rules and validity of the merit panel, after completion of their existing tenure of 4 years of engagement.

f. Candidates offered engagement as above will be paid a consolidated pay of Rs.25,000/- per

month and an increase of 3% on successful completion of each year. Leave, ESI, Provident Fund, for duty travel will be applicable based on eligibility, as per Rules of the Company.

g. Candidates desiring to appear for the Walk in Selection may register themselves by filling and submitting the details in the Online Form by clicking the **Online Registration link** provided in the website www.fact.co.in >>Careers>>Job Openings>>Recruitment Notification 10/2026. Registration link will be open from 23.11.2026 to 11 am on 03.12.2026. Candidates will be allowed to attend Walk in Selection only after registration. The following shall be ensured while registering 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.

h. Registered candidates meeting the notified requirements shall attend Walk-in-selection with their **ORIGINAL CERTIFICATES** on 03.12.2026 and submit their applications in the prescribed format along with the self-attested copies of certificates at HR Department, FEDO Building, Eloor. Prescribed Application Form is given along with this notification in the website www.fact.co.in>>Careers>> Job Openings>> Recruitment Notification 10/2026. **In case of failure to produce the required original certificates at the time of document verification on 03.12.2026, the candidates shall not be permitted to participate in the selection process.**

i. **The candidates attending the walk-in-selection should submit the original and self attested copies of the following:-**

   i. Duly filled Application form with recent passport size photograph pasted on the application.
   ii. Proof of Date of Birth (Birth Certificate / Std X certificate with date of birth)
   iii. Certificates to prove educational qualification from Std X onwards (both mark sheet and Degree Certificate)
   iv. NAC issued by Board of Apprenticeship Training for Training completed in FACT, if any
   v. Training completion certificate issued by FACT Training School, if any
   vi. Certificate showing proof of Caste / EWS for claiming reservation/relaxation, if any
   vii. Domicile certificate for the State of Kerala
   viii. A photo-identity proof such as Voter id card, Passport, Driving license
   ix. Aadhaar card.

j. Applications that are incomplete, not in the prescribed format will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained.

k. The application of the candidate shall be verified with their original certificates and candidates who successfully complete the certificate verification shall only be considered for the Selection.

l. Application submitted in any other mode shall not be accepted. Application once submitted shall be final.

m. Depending on the number of candidates reporting, the document verification process may extend to the subsequent day(s). Candidates are advised to make necessary arrangements and come prepared accordingly.

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, at its discretion without assigning any reason.

2. Reservation for SC, ST, OBC (NCL), EWS, PwBD and Ex-Servicemen category will be applicable as per Government Directives. EWS candidates shall submit EWS certificate of relevant year (income of 2025-26). OBC-NCL Candidates shall submit self-declaration along with the application, in the prescribed format provided in the website and if engaged, shall produce OBC-NCL certificate issued by competent authority within 6 months prior to joining. Candidates belonging to Persons with Benchmark Disability (PWBD) shall submit Disability Certificate issued by authority as prescribed in the Rights of Persons with Disabilities Rules, 2017.

3. Eligible candidates should have been born on or between 01.11.1991 and 31.10.2008. 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. Relaxation to Ex-Service personnel will be applicable as per GOI guidelines. Matriculation / School Leaving Certificate granted by Board of Secondary Education shall be the only acceptable document in support of proof of age.

4. Educational Qualification must be approved / recognized by UGC / AICTE /NCVT/ AIU (Association of Indian Universities). Educational qualification shall be acquired by full time regular course. Those who have studied part time or through correspondence/distance/ private study/off campus course are not eligible to apply. (For Ex-servicemen, the essential qualification acquired/awarded as part of their service and certificate issued by Armed Forces will be considered as eligible). Wherever the essential educational qualification has a mention of dual specialization, one of the specializations necessarily needs to be function specific, for the post notified.

5. Only Indian nationals are eligible to apply.

6. Candidates provisionally selected will have to undergo pre-employment Medical Examination and to be certified fit by the Company's Medical Officer. Candidates should have sound health and should meet the physical / medical standards prescribed by the Company. Appointment of selected candidates is subject to receipt of satisfactory medical report from the Company's Medical Officer as per the medical standards of the Company. No relaxation in physical / medical standards will be allowed. The opinion of the Company Medical Officer in this regard shall be final.

7. The engagement will be subject to the candidate being fit and continuing to be fit during the period of contract as per the standards prescribed by the Company and submission of Police Clearance Certificate.

8. 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.

9. Eligibility of candidates will be determined based on information furnished in application and documents submitted by the candidates. In all stages of the selection process, candidature will be provisional.

10. Candidates after preliminary scrutiny of documents submitted along with the application, will be ranked on the basis of the following criteria in the order given below:

    a. Completed Apprenticeship Training for ITI Fitter trade in FACT and submitted NAC (Apprentice Certificate) issued by Directorate General of Training/NCVT.

    b. Earlier year of passing the relevant qualifications. (Year as mentioned in Course Certificate).

    c. Earlier Date of birth.

11. Management reserves the right to (i) short list candidates by adopting such methods or criteria found suitable at the discretion of the Management, and (ii) modify the mode of selection etc.. 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.

12. Meeting the eligibility criteria / attending or being successful in the test (if any) by itself will not confer any right on the applicant for selection or to be included in the Panel or for engagement.

13. No TA/DA shall be paid to the candidates for attending the Walk in Selection process.

14. Engagement from the panels will be at the sole discretion of the Management, based on requirements, shift working etc, following reservation rules.

15. 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.

16. All further notifications including corrigendum, if any, 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 as given by the candidate in the application form and therefore candidates shall keep the said e-mail id, valid and functional at all times. Company will not be held responsible for failure of communication sent to the said e-mail id.

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 and all documents related to this selection shall be preserved only for a period of two years from the date of publication of 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)