

# Rashtriya Chemicals and Fertilizers Limited

(A Government of India Undertaking)  
Administrative Building, Chembur, Mumbai- 400 074

Advertisement No.: 01062020



Rashtriya Chemicals and Fertilizers Ltd (RCF Ltd) is a leading profit making company in the business of manufacturing and marketing of Fertilizers and Industrial Chemicals having sales turnover around Rs.9826.60 crores. The Manufacturing units are in Maharashtra (at Thal - Dist. Raigad and at Trombay - Chembur, Mumbai) with National Level Marketing Network. Company provides excellent career growth opportunities.

- I) The Company invites applications for the post of Management Trainees/Officers in following Disciplines:  
(Abbreviation details given after the table)

I	II	III	IV	V	VI	VII	VIII	IX	X
POST CODE	NAME OF THE POST & DISCIPLINE	NO. OF VACANCIES #	RESERVATION						Educational Qualification as on 30 <sup>th</sup> June 2020 and Experience, Age as on 31 <sup>st</sup> July, 2020
			UR	SC	ST	OBC (NCL)	EWS **	PwBD \$	
MTCHEM/O 72020)	Management Trainee Chemical	60	24 including 1(PWBD) OA,OL 1(PWBD) BL, OA,OL	9	5	16 including 2(PWBD) OA,OL	6		<b>Qualification:</b> Regular Full time 4 years BE / B.Tech / B.Sc Engineering Graduate in Chemical discipline/ Chemical Technology from UGC/AICTE approved institutions. Allied courses / degrees / dual degrees in Chemical Engineering will not be considered.

“RCF strives to have a workforce which reflects gender balance and women candidates are encouraged to apply.”



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									<p><b>Minimum Percentage:</b> The candidates should have secured minimum 60% aggregate in Final year of Engineering Graduation. (55% for SC/ST category candidates)</p> <p><b>Age:</b> Maximum Age -25 years for Unreserved category, *For SC / ST Category - 30 years, For OBC Category - 28 years.</p> <p>For PWBD Category (General) - 35 years, For PWBD Category (SC/ ST) - 40 years, For PWBD Category (OBC) - 38 years.</p> <p>Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 - 5 years / Ex-Serviceman / Children / family members of the victims of 1984 riots - 5 years</p>
MTBOI/072 020	Management Trainee Boiler	21	10	3	1	5	2		<p><b>Qualification:</b> Regular Full time 4 years BE / B.Tech / B.Sc Engineering Graduate in Chemical / Mechanical / Instrumentation / Electrical discipline from UGC/AICTE approved institutions and the candidate should have valid Boiler Operation Engineer's Certificate (BOE)/Boiler Proficiency Certificate</p>

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MTMECH/072020	Management Trainee Mechanical	48	20 including 1(PWBD) OL, HH	7	3 including 1(PWBD) OL, HH	13	5		<p><b>Qualification:</b> Regular Full time 4 years BE / B.Tech / B.Sc Engineering Graduate in Mechanical discipline from UGC/AICTE approved institutions. . Allied courses / degrees / dual degrees in Mechanical Engineering will not be considered.</p> <p><b>Minimum Percentage:</b> The candidates should have secured minimum 60% aggregate in Final year of Engineering Graduation. (55% for SC/ST category candidates)</p>

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									<p><b>Age:</b></p> <p>Maximum Age -25 years for Unreserved category, *For SC / ST Category – 30 years, For OBC Category – 28 years, For PWBD Category (General) – 35 years,</p> <p>For PWBD Category (SC/ ST) – 40 years, For PWBD Category (OBC) – 38 years.</p> <p>Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 – 5 years / Ex-Serviceman / Children / family members of the victims of 1984 riots – 5 years</p>
MTELE/072 020	Management Trainee Electrical	22	9 1(PWBD) OL, HH	4	1	6	2 1(PWBD) OL, HH, BL		<p><b>Qualification:</b></p> <p>Regular Full time 4 years BE / B.Tech / B.Sc Engineering Graduate in Electrical discipline from UGC/AICTE approved institutions. Allied courses / degrees in Electrical Engineering will not be considered.</p> <p><b>Minimum Percentage:</b></p> <p>The candidates should have secured minimum 60% aggregate in Final year of Engineering Graduation. (55% for SC/ST category candidates)</p>

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MTINST/07 2020	Management Trainee Instrumentat ion	35	14	6	2	10	3		<p><b>Qualification:</b></p> <p>Regular Full time 4 years BE / B.Tech / B.Sc Engineering Graduate in Instrumentation discipline from UGC/AICTE approved institutions. Allied courses / degrees in Instrumentation Engineering will not be considered.</p> <p><b>Minimum Percentage:</b></p> <p>The candidates should have secured minimum 60% aggregate in Final year of Engineering Graduation. (55% for SC/ST category candidates)</p>

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									<p><b>Age:</b></p> <p>Maximum Age -25 years for Unreserved category, *For SC / ST Category – 30 years, For OBC Category – 28 years.</p> <p>Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 – 5 years / Ex-Serviceman / Children / family members of the victims of 1984 riots – 5 years</p>
E1CHEM/07 2020	Engineer (Chemical) (OBC Backlog) Grade – E1	10	0	0	0	10	0		<p><b>Qualification:</b></p> <p>Regular Full time B.E. / B. Tech / B.Sc Engineering (Chemical) from UGC / AICTE approved institution. Applicant having degree in Allied course in chemical engineering will not be considered.</p> <p><b>Minimum Percentage:</b></p> <p>The candidates should have secured minimum 60% in Final year of Engineering Graduation. The Post are reserved only for OBC candidates.</p> <p><b>Age:</b></p> <p>Maximum Age - For OBC Category – 35 years,</p> <p>Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 – 5 years / Ex-Serviceman / Children</p>

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									<p>/ family members of the victims of 1984 riots – 5 years</p> <p><b>Experience:</b></p> <p>Minimum 2 years' post qualification and relevant experience in Process industry preferably in Fertilizer / Chemical / Refinery / Petro Chemical Industry as on 31.07.2020. The experience should be after acquiring minimum prescribed qualification</p>
E1 MKTG/0720 20	Officer (Marketing) Grade E1	10	5	1	1	2	1	<p>1 (OL/BL/ OA)</p> <p>1 (HH/LV)</p>	<p><b>Qualification:</b></p> <p>UGC/AICTE recognized Science / Engineering / Agriculture graduation of minimum 3 / 4 years' duration and UGC/AICTE recognized Post graduation degree in one of the following: MBA (Marketing as specialization or Major) /MMS (Marketing as specialization or Major)/ MBA (Agri. Business Management)</p> <p>If the specialization is not mentioned in the Mark Sheet / Degree certificate, letter from college/University specifying the specialization will be required.</p> <p><b>Minimum Percentage:</b></p> <p>The candidates should have secured minimum 60% in Final year of Graduation degree /Post-graduation degree. (55% for SC/ST category candidates)</p>

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									<p><b>Experience:</b></p> <p>Minimum 2 years' sales and Marketing experience as on 31.07.2020 preferably in agro related industry after Post Graduation qualification. The period of training will not be counted in the requisite experience period.</p> <p><b>Maximum Age -</b></p> <p>32 years for Unreserved category, *For SC / ST Category - 37 years, For OBC Category - 35 years, For PWBD Category (General) - 42 years,</p> <p>For PWBD Category (SC/ ST) - 47 years, For PWBD Category (OBC) - 45 years.</p> <p>Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 - 5 years / Ex-Serviceman / Children / family members of the victims of 1984 riots - 5 years</p> <p><b>OR</b></p> <p><b>Qualification:</b></p> <p>Full time UGC recognized Agriculture graduation degree of minimum 4 years' duration and full time UGC recognized Post graduation degree M.Sc. Agri. of 2 years 's duration in Agriculture.</p> <p><b>Minimum Percentage:</b></p>
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									<p>The candidates should have secured minimum 60% in Final year of Post-graduation degree. (55% for SC/ST category candidates)</p> <p><b>Experience:</b> Minimum 2 years' sales and Marketing experience as on 31.07.2020 preferably in agro related industry after Post Graduation qualification. The period of training will not be counted in the requisite experience period.</p> <p><b>Maximum Age -</b> 32 years for Unreserved category, *For SC / ST Category - 37 years, For OBC Category - 35 years, For PWBD Category (General) - 42 years, For PWBD Category (SC/ ST) - 47 years, For PWBD Category (OBC) - 45 years.</p> <p>Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 - 5 years / Ex-Serviceman / Children / family members of the victims of 1984 riots - 5 years</p>
E0 MKTG/0820 20	Asstt Officer (Marketing) Grade E0	14	7	2	1	3	1		<p><b>Qualification:</b> Full time UGC recognized B.Tech. Agriculture /Agriculture graduation of minimum 4 years' duration.</p> <p><b>Minimum Percentage:</b></p>

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									<p>The candidate should have secured minimum 60% in Final year of Graduation degree (55% in for SC/ST category candidates)</p> <p><b>Maximum Age -</b></p> <p>28 years for Unreserved category, *For SC / ST Category – 33 years, For OBC Category – 31 years, For PWBD Category (General) – 38 years,</p> <p>For PWBD Category (SC/ ST) – 43 years, For PWBD Category (OBC) – 41 years.</p> <p>Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 – 5 years / Ex-Serviceman / Children / family members of the victims of 1984 riots – 5 years</p> <p><b>Experience: -</b></p> <p>Minimum 4 years’ sales and Marketing experience as on 31.07.2020 preferably in agro related industry after Graduation qualification. The period of training will not be counted in the requisite experience period.</p>
	Total	220							

- II) The Company invites applications for the post of Operator Trainee/Boiler Operator Gr. III/Jr. Fireman Gr. II in following Disciplines in unionized category with the following specifications:  
**(Abbreviation details given after the table)**

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I	II	III	IV	V	VI	VII	VIII	IX	X	
POST CODE	NAME OF THE DISCIPLINE	NO. OF VACANCIES	Reservation						PwBD \$	Educational Qualification as on 30 <sup>th</sup> June, 2020 and, Experience, Age as on 31 <sup>st</sup> July, 2020
			UR	SC	ST	OBC (NCL)	EWS **			
OPTR CHEM/07 2020	Operator Trainee (Chemical), Grade - A6 [ Trainees will be absorbed in Grade II- (A6) after completion of one year training ]	125	55 4(PWBD) OL, HH	13	11 1(PWBD) OL, HH	34		12	<p><b>1) Qualification:</b></p> <p>Full time &amp; regular B.Sc.(Chemistry) Degree with Physics as one of the subjects during any of the 3 years course of B.Sc. Degree and NCVT in the AO (CP) trade.</p> <p><b>Minimum Percentage:</b></p> <p>The candidates should have secured minimum 55% marks in last year (or Average/Aggregate of last two semesters) of B.Sc.(Chemistry) Degree Course (50% for SC/ST category candidates).</p> <p>The NCVT in AO(CP) Trade is necessarily be completed after passing of B.Sc.(Chemistry) Degree.</p> <p><b>Maximum Age -</b></p> <p>27 years for Unreserved category, *For SC / ST Category - 32 years, For OBC Category - 30 years, For PWBD Category (General) - 37 years,</p>	

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								<p>Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 – 5 years / Ex-Serviceman / Children / family members of the victims of 1984 riots – 5 years</p> <p><b>OR</b></p> <p><b>4) Qualification:</b></p> <p>Full time &amp; regular B.Sc.(Chemistry) Degree with Physics as one of the subjects during any of the 3 years course of B.Sc. Degree.</p> <p><b>Minimum Percentage:</b></p> <p>The candidates should have secured minimum 55% marks in the last year (or Average/Aggregate of last two semesters) of B.Sc.(Chemistry) Degree Course (50% for SC/ST category candidates)</p> <p><b>Maximum Age –</b></p> <p>27 years for Unreserved category, *For SC / ST Category – 32 years, For OBC Category – 30 years, For PWBD Category (General) – 37 years,</p> <p>For PWBD Category (SC/ ST) – 42 years, For PWBD Category (OBC) – 40 years</p> <p>Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 – 5 years / Ex-Serviceman / Children / family members of the victims of 1984 riots – 5 years</p>
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## Experience: -

The candidate must possess two years' work experience in plant operations in Chemical / Fertilizers / Refinery / Petro Chemical industries as on 31.07.2020. The experience should be after completion of BSc degree.

OR

## 5) Qualification:

Full time & regular Three Years' Diploma in Chemical Engineering/Technology

## Minimum Percentage:

The candidates should have secured minimum 55% marks in last year (or Average/Aggregate of last two semesters) of the Diploma Course (50% for SC/ST category candidates)

## Maximum Age -

27 years for Unreserved category, \*For SC / ST Category - 32 years, For OBC Category - 30 years, For PWBD Category (General) - 37 years,

For PWBD Category (SC/ ST) - 42 years, For PWBD Category (OBC) - 40 years

Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 - 5 years / Ex-Serviceman / Children / family members of the victims of 1984 riots - 5 years







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## 2) Qualification:

SSC Examination passed and NCVT in Boiler Attendant Trade with the Endorsement of the Director of Steam Boilers and Chairman to the Board of Examiners, on NCVT Passing certificate, certifying the "This certificate is valid as equivalent to the certificate of Competency of Second Class Boiler Attendant in the state".

**AND**

**\*\*\*Experience:** Must have minimum 2 years (post qualification) as Boiler Attendant / Boiler Operator as on 31<sup>st</sup> July, 2020.

**Maximum Age -**

30 years for Unreserved category, \*For SC / ST Category - 35 years, For OBC Category - 33 years,

Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 - 5 years / Ex-Serviceman / Children / family members of the victims of 1984 riots - 5 years

**OR**

## 3) Qualification:

SSC Examination passed and Diploma in Boiler Attendant with the Endorsement of the Director of



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Steam Boilers and Chairman to the Board of Examiners, on Diploma passing certificate, certifying that "This certificate is valid as equivalent to the certificate of Competency of Second Class Boiler Attendant in the state"

**AND**

**\*\*\*Experience:** Must have minimum 2 years (post qualification) as Boiler Attendant / Boiler Operator as on 31<sup>st</sup> July, 2020.

**Maximum Age -**

30 years for Unreserved category, \*For SC / ST Category - 35 years, For OBC Category - 33 years,

Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 - 5 years / Ex-Serviceman / Children / family members of the victims of 1984 riots - 5 years

**OR**

**4) Qualification:**

SSC with engineering sailor of Indian Navy namely, the Engine Room Artificer or Mechanician or Engineering Mechanic in possession of Auxiliary Machinery Watch Keeping Course Certificate issued by the Engineering Officer and Commanding Officer of an Indian Naval Ship shall on application have the certificate endorsed



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									<p>equivalent to second class Boiler Attendant Certificate of competency, in the State or Union Territory in which he applies for services: provided that such endorsement shall be made by the Chairman to the Board of Examiners of respective State Government, <b>AND</b>  <b>***Experience:</b> Must have minimum 2 years (post qualification) experience as Boiler Attendant / Boiler Operator as on 31<sup>st</sup> July, 2020.</p> <p><b>Maximum Age -</b>          30 years for Unreserved category, *For SC / ST Category - 35 years, For OBC Category - 33 years,</p> <p>Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 - 5 years / Ex-Serviceman / Children / family members of the victims of 1984 riots - 5 years</p>
JR.FIRE/O 72020	Junior Fireman Grade II (Grade - A3)	23	11	2	2		6	2	<p><b>Qualification:</b>          SSC with 6 months' full time residential fireman certificate course from State Fire Training Center, Govt. Institute (SFTC)</p> <p><b>Experience:</b>          Should be having Heavy Motor Vehicle (HMV) Driving License with one years' experience as on 31<sup>st</sup> July, 2020.</p> <p>.</p> <p><b>Maximum Age -</b>          27 years for Unreserved category, *For SC / ST Category - 32 years, For OBC Category - 30 years,</p>

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									<p>Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 – 5 years / Ex-Serviceman / Children / family members of the victims of 1984 riots – 5 years</p> <p><b>Ex-servicemen:</b> The criteria for full time regular course shall not be insisted upon in case of Ex-servicemen provided, they possess a requisite equivalent qualification that has been acquired during the service period and is recognized by AICTE/MHRD, GOI. Ex-servicemen claiming an equivalence in qualification shall be required to produce a copy of equivalence certificate by the Concerned Ministry.</p> <p>Additional Concession for Candidates domiciled in Jammu and Kashmir between 01.01.1980 and 31.12.1989 – 5 years / Ex-Serviceman / Children / family members of the victims of 1984 riots – 5 years</p>
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## 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“ - Divyangjan or Persons with Benchmark Disabilities; „OA“ - One Arm affected; „OL“ - One Leg affected; „BL“ Both Legs affected;; „LV“ - Low Vision affected; HH“ - Hearing Impaired;

# The number of vacancies are tentative and may increase or decrease at the sole discretion of RCF Ltd and in Compliance of the Presidential Directives on reservation at the time of appointment. Accordingly, RCF Ltd reserves the right to cancel/restrict/enlarge/modify/alter the requirements advertised, if need so arises, without any further notice or assigning any reason therefor. In addition to the notified vacancies a panel of candidates shall also be proposed for unforeseen vacancies, including but not limited to vacancies caused by cessation of service of selected candidates, arising within one year from date of

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empanelment. Posts shall be filled according to reservation position. Accordingly, SC/ST/OBC/EWS/PwBD/ExSM category candidates are encouraged to apply. Further, RCF Ltd also reserves the right to raise/relax the minimum eligibility standards and to fill/ not to fill all or any of the above positions.

\$ PwBD reservation is applied on horizontal inter-locking basis in either of UR/SC/ST/OBC vacancies.

The postings of the selected candidates may be at any of the Units (Trombay / Thal) / Area offices of the company throughout India or at any project site as decided by the Management. The selected candidate will be assigned jobs/functions/assignments as per the business requirements of the Company including shift operations.

The PwBD categories identified for above posts are as per the latest list of “Group A - Posts identified for Persons with Disabilities (New)” available on the website of Office of The Chief Commissioner for Persons with Disabilities, Ministry of Social Justice and Empowerment, Government of India at <http://www.ccdisabilities.nic.in> as on the date of advertisement..

In case suitable persons with prescribed benchmark disability are not available, it may be filled by interchange among the other categories of benchmark disabilities identified for reservation.

In case of non-availability of suitable persons with any of the benchmark disability then the posts shall be filled up by the persons other than the persons with benchmark disability.

Accordingly, candidates other than PwBD category may also apply against the vacancies reserved for PwBD. However, their candidature will be considered in the event of non-availability of suitable candidates belonging PwBD category.

\*\* EWS vacancies are tentative and subject to further directives of Gol and outcome of any litigation. The appointment against the reserved vacancies for EWS will be provisional and is subject to the Income and Asset certificate being verified through the proper channels and if the verification reveals that the claim to belong to EWS is fake/false the services 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

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*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.*

\* \*\* The work experience acquired on the basis of Provisional certificate of Competency as Boiler Attendant of Second class issued by the Government will be considered as post qualification experience. However, candidates must possess Permanent Certificate of Competency as Boiler Attendant of Second class issued by the Government on (As on 31.07.2020).

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## III.) RESERVATION / CONCESSIONS / RELAXATIONS.

- a. Reservation of Posts for SC/ST/OBC(NCL)/PwBD/EWS categories candidates and relaxation thereof categories will be as per DPE guidelines.
- b. Category {SC/ST/OBC/PwBD/EWS} once submitted will not be changed and no benefit of other category will be admissible later on.
- c. SC/ST/OBC/EWS candidates can 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, wherever applicable.
- d. For claiming relaxation, 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, alongwith application form at the time of appearing for online test and interview. If the certificate has been issued in a language other than English/Rajbhasha (Hindi), the candidates should submit a self- certified translated copy of the same either in English or Rajbhasha (Hindi).
- e. Candidates belonging to OBC category but falling in creamy layer are not entitled to OBC reservation benefits. Accordingly, such candidates may choose to apply against the „UR“ positions provided they meet the age criteria applicable to General category candidates and indicate their category as “General”. RCF Ltd being a Central Public Sector Undertaking, 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 under Central Government. Relevant list can be viewed at <http://www.ncbc.nic.in>. Accordingly, for claiming the benefit of OBC (NCL) category, candidate should submit & shall subsequently produce his latest caste certificate in the proforma prescribed by Government of India, applicable for purpose of reservation in appointment to posts under Govt. of India/Central Government /Public Sector Undertaking, as contained in DOPT Memo No.36036/2/2013-Estt/(Res.) dated 30.05.2014 from a Competent Authority issued **in the year 2019 or thereafter**. Such certificate should specifically state 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 the OBC (NCL) candidates will have to give a self-declaration, at the time of documents verification indicating that they belong to OBC (NCL).

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- f. Age Relaxation in age limit by 05 (five) years for ExSM and Commissioned Officers (including ECO"s/ SSCO"s) will be subject to rendering of minimum 05 years' military service and fulfillment of other conditions as per Government of India guidelines.
- g. Candidates belonging to PwBD category shall be considered only against the identified posts.

Under section 34 of "The Rights of Persons with Disabilities Act, 2016", persons with benchmark disabilities are eligible for reservation. The reserved categories of disabilities mentioned under this Act are namely (a) Blindness and low vision; (b) deaf and hard of hearing; (c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy; (d) autism, intellectual disability, specific learning disability and mental illness; (e) multiple disabilities from amongst persons under clauses (a) to (d) including deaf blindness in the posts identified for each disability. It may be noted that definition of the above specified disabilities will be as per "THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016".

- 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:
  - a. not less than 40% of a specified disability where specified disability has not been defined in measurable terms and;
  - b. a disability where specified disability has been defined in measurable terms.

Accordingly, a person with a specified disability listed in the schedule but not covered under Section 34(1), if certified by a certifying officer as a person with disability of 40% or above, in terms of provisions 7 of the Rights of Persons with Disabilities Act, 2016 shall be allowed concessions/relaxations available to PwBDs as mentioned in this advertisement and will be considered against unreserved vacancies. Further, those candidates, who want to avail of benefit of reservation, are required to submit a Disability Certificate issued by Competent Authority as per the Rights of Persons with Disabilities Rules, 2017, 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 translated copy of the same either in English or Rajbhasha (Hindi).

- i. Persons with Benchmark Disabilities must be capable of performing the task assigned to them/take instructions using suitable aids and appliances.
- j. Prescribed reservations for PwBD and/or ExSM/Dependent of those killed or disabled in action 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.
- k. SC/ST/PwBD/ExSM are exempted from payment of application fee at the time of online registration.





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- I. 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.
- m. "UR" PwBD candidates will be allowed age-relaxation upto 10 years, upto 15 years for SC/ST and upto 13 years for OBC (NCL) candidates, if considered against reserved positions.
- 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.

## **IV) DATE OF RECKONING ELIGIBILITY CRITERIA.**

The cut-off date for determining eligibility criteria in respect of minimum educational qualification shall be 30<sup>th</sup> June, 2020 and age and experience shall be **31.07.2020** and will remain unchanged irrespective of any reason whatsoever.

## **V) APPLICATION FEES.**

Non - refundable application fee of ₹1000/- (Rupees One thousand only) plus Bank Charges and applicable taxes (GST) for the post of Management Trainee/ Engineer/ Officer category and Rs. 700/- (Rupees Seven Hundred only) plus Bank Charges and applicable taxes (GST) for the posts in Workers' category are required to be paid by General, OBC and EWS category candidates at the time of submission of online application form. Candidates can opt to pay either through internet banking account or credit/ debit card. 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 category candidates are not required to pay any application fee.

## **VI) Nature of Job for Management Trainee/Officer:**

The company has two units in operations at Thal – Alibag & Trombay- Mumbai and a nationwide Marketing Network. The posting of the selected candidate may be at any of units of the company as decided by Management.

The job requires working in rotating shifts including night shift. The Management Trainees/Officers may be posted in any plant/location subject to exigencies of work. Also, this job requires high level of physical fitness. The candidates if selected / provisionally selected would be required to meet the medical and physical fitness standards for post failing which they shall be considered ineligible and not qualifying the criteria.

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## VII) Nature of Job for Trainee Operator, Boiler Operator and Junior Firemen:

The job requires working in rotating shifts including night shift and the selected candidate may be posted in any plant subject to exigencies of work *irrespective of Gender*. Also, this job requires high level of physical fitness for heavy nature of jobs which includes lifting of equipment/Valve operations etc. The workload is heavy in nature. The candidates if selected / provisionally selected would be required to meet the medical and physical fitness standards for these posts failing which they shall be considered ineligible and not qualifying the criteria.

## VIII) SALARY AND OTHER BENEFITS

### Recruitment - Post, Grade, Scale of pay & Gross Salary of Officer category

#### A) Management Trainee:

Selected candidates for Management Trainee will be undergoing training for one year and will be offered a lump sum stipend of Rs. 30,000/- per month. Free lodging and boarding facility will be provided at company's hostel, if posted at Trombay / Thal. The Hostel Accommodation/quarter on sharing basis (free of cost) will be provided to them during the training period. Medical facility for self will be provided at RCF Hospital. Available Sports Complex facility will be provided by RCF Ltd.

Management Trainees posted in locations other than Trombay and Thal (Marketing Area Office) shall be entitled for a fixed allowance @ Rs 2500/- pm towards boarding, lodging and local travelling expense. They will also be entitled to TA / DA while on tours as per existing TA /DA policy of the company. They will be provided medical treatment for self and accident insurance.

After successful completion of one year training they will be absorbed in E1 Grade in the scale of pay of Rs. 40,000 - 140000. The minimum Total Monthly Gross emoluments would include Basic Pay plus DA, plus House Rent Allowance and other allowances which works out to Rs. 70600/- approximately.

Selected candidates for Management Trainee will have to execute a bond of Rs. 100,000/- to complete the training and serve the company for minimum period of three years after completion of training. The amount of Rs. 100000/- shall be recovered from the candidate as deposit from their monthly stipend (Rs. 8000/- each in the first 10 months and Rs 10000/- in last 2 months of the training period). Any trainee leaving in between, his recovered deposit amount will be forfeited in addition to other dues, if any. Candidates completing the 3 years' service under the bond will be refunded an amount of Rs 115000/-

**B) Officer/ Engineers E1 grade:** - Officers will be absorbed in the E1 grade in pay scale of Rs. 40,000 – 1,40,000, the minimum total Monthly Gross salary works out to Rs. 70600/- (Approx) include Basic Pay +VDA (18.69%)+Perks (34%)+HRA (24%).

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For regular appointment in E0 Grade, in the Scale of pay of Rs. 30,000 – 1,20,000, the minimum total Monthly Gross salary works out to Rs. 53,000/- (Approx) include Basic Pay +VDA (18.69%)+Perks (34%)+HRA (24%).

Besides, on absorption, the employee is entitled to company accommodation (Accommodation in the Company's township will be provided in Thal Unit and is subject to availability in Trombay Unit). Performance Related Pay (PRP), Free Medical Facility for self and dependents, Gratuity, Contributory Provident Fund, Accident Insurance, Pension Scheme and Social Security Schemes as per Company rules.

## C. Operator Trainee:

Operator Trainee (Chemical) – Selected candidate will be undergoing training for One Year and will be paid consolidated stipend of Rs.9000/-. The Hostel Accommodation/quarter on sharing basis (free of cost) will be provided to them during the training period. Medical facility for self will be provided at RCF Hospital. Available Sports Complex facility will be provided by RCF Ltd.

After successful completion of ONE year of training the Operator Trainees will be absorbed in the 'A6 Grade' as 'Operator Grade – II' in the pay scale of Rs. 22000-60000/- and the Gross Salary will be Rs.41500 (Approx.) which includes Basic Pay +VDA (18.69%)+Perks (34%)+HRA (24%). Besides, on absorption, the employee is entitled to company accommodation, Performance Related Pay (PRP), Free Medical Facility for self and dependents, Gratuity, Contributory Provident Fund, Accident Insurance and Social Security Schemes as per Company rules. Available Sports Complex facility will be provided by RCF Ltd.

**D. Boiler Operator Grade III** - Total Monthly Gross Salary at the minimum of the A5 scale (Rs.20000 -55000) which include Basic Pay +VDA (18.69%)+Perks (34%)+HRA (24%).works out to Rs.33,000/- approximately. Company accommodation, if desired, will be provided subject to availability in lieu of HRA with standard terms and conditions. Employee is also entitled to Performance Related Pay (PRP), Free Medical Facility for self and dependents, Gratuity, Contributory Provident Fund, Accident Insurance, and Social Security Schemes as per Company rules. Available Sports Complex facility will be provided by RCF Ltd.

**E. Junior Fireman Grade II** - Total Monthly Gross Salary at the minimum of the A3 scale (Rs.18000-42000) which includes, Basic Pay +VDA (18.69%)+Perks (34%)+HRA (24%) works out to Rs.30,000/- approximately. Company accommodation, if desired, will be provided subject to availability in lieu of HRA with standard terms and conditions. Employee is also entitled to Performance Related Pay (PRP), Free Medical Facility for self and dependents, Gratuity, Contributory Provident Fund, Accident Insurance, and Social Security Schemes as per Company rules. Available Sports Complex facility will be provided by RCF Ltd.



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## IX. SELECTION PROCESS

The selection process for the positions of Management Trainees, Engineer (Chemical), Officer (Marketing) and Assistant Marketing Officer comprises of Online Test and Personal Interview.

The selection process for the positions of Operator Trainee (Chemical), Boiler Operator Gr III and Junior Fireman Grade II comprises of Online Test and Trade Test.

## **X.) ONLINE TEST**

- i. Eligible candidates will be required to appear for computer based online objective type test, information for which will be provided in the Admit card.
- ii. For the positions of Management Trainees, Engineer (Chemical), Officer (Marketing) and Assistant Marketing Officer the online test will be conducted at the centers in cities of **Bhopal, Delhi, Lucknow, Hyderabad, Bengaluru, Chennai, Guwahati, Kolkata, Mumbai, Nagpur**. Medium of Test will be in Rajbhasha (Hindi) and English
- iii. Operator Trainee (Chemical), Boiler Operator Gr III and Junior Fireman Grade II Officer the online test will be conducted at the centers in cities of **Mumbai and Nagpur**. Medium of Test will be in Marathi, Rajbhasha (Hindi) and English.
- iv. No request for change of examination Center will be entertained after final submission of online application form. However, RCF Ltd reserves the right to cancel or add any Center depending upon the response of candidates in that area/Center.
- v. The outstation candidates belonging to SC/ST Reserved Category called for Online Written Test will be reimbursed to and fro Rail/ Bus fare (restricted to III Tier AC Class rail for Officers and Bus/Sleeper class Rail fair to the unionized category posts) from the nearest railway station of the correspondence address to the place of Online Written Test by the shortest route on production of necessary receipts.
- vi. The examination will be conducted online in venues given in the respective call letters.
- vii. **Candidate will appear for the examination at an Examination Center at his/her own risks and RCF will not be responsible for any injury or losses etc. of any nature.**



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viii. If sufficient number of candidates does not opt for a particular Center for "Online" examination, RCF reserves the right to allot any other adjunct Center to those candidates OR if the number of candidates is more than the capacity available for online exam for a Center, RCF reserves the right to allot any other Center to the candidate.

ix. The online test 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 online test for either or both the post(s) at any or all of the test centers, candidates would be communicated fresh date of online test and no queries will be entertained in this regard.

In the event of rescheduling of test or change of any test Center due to unforeseen or technical reasons, candidates would have to make their own arrangement to attend the online test and RCF Ltd shall not be held liable for such a delay/rescheduling of online test.

x. The online test will have two parts, Discipline related and Aptitude related. Duration of test will be ninety minutes. The total number of questions will be 100, each, out of which 50 questions would be from mix of course curriculum of qualifying degree of relevant discipline of two marks each and 50 questions from General English, Quantitative Aptitude, Reasoning & General Knowledge / Awareness of one mark each. There will be negative marking for wrong answer. The level of the domain subject will be as applicable for each post.

xi. The exact date of online test shall be communicated to the candidates through admit card to be downloaded from RCF Ltd website [www.rcfltd.com](http://www.rcfltd.com)

xii. Candidates will have to visit the RCF website for downloading call letters for online test. Intimation for downloading call letter will also be sent through email/SMS. Once the candidate clicks the relevant link, he/she can access the window for call letter download. The candidate is required to use (i) Registration Number/Roll Number, (ii) Password/Date of Birth for downloading the call letter. Candidate needs to affix recent recognizable photograph on the call letter preferably the same as provided during registration and appear at the examination Center with (i) Call Letter (ii) Photo Identity Proof as stipulated in clause (xiii) below and also specified in the call letter and photocopy of the same Photo Identity Proof as brought in original.



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- xiii. RCF Ltd will not be responsible for any delay or non-delivery of intimation sent electronically through SMS or e-mail, as the case may be. No other communication will be sent to such candidates for this purpose.
- xiv. **CANDIDATES REPORTING LATE** i.e. after the reporting time specified on the call letter for Examination will not be permitted to take the examination. The reporting time mentioned on the call letter is prior to the Start time of the test. Though the duration of the examination is 90 Minutes, candidates may be required to be at the venue for about 4 hours including the time required for completion of various formalities such as verification and collection of various requisite documents, logging in, giving of instructions.
- xv. **IDENTITY VERIFICATION** In the examination hall as well as at the time of interview, the call letter along with original and a photocopy of the candidate's currently valid photo identity (bearing exactly the same name as it appears on the call letter) such as PAN Card/ Passport/ Permanent Driving Licence/ Voter's Card/ Bank Passbook with photograph/ Photo identity proof issued by a Gazetted Officer on official letterhead along with photograph / Photo identity proof issued by a People's Representative on official letterhead along with photograph / valid recent Identity Card issued by a recognized College/ University/ Aadhar card/ E-Aadhar Card with a photograph/ Employee ID/ Bar Council Identity Card with photograph should be submitted to the invigilator for verification. The candidate's identity will be verified with respect to his/her details on the call letter, in the Attendance List and requisite documents submitted. If identity of the candidate is in doubt the candidate may not be allowed to appear for the Examination.

Ration Card and Learner's Driving License are **not** valid id proof.

- XI.) **PERSONAL INTERVIEW** (of Management Trainees, Engineer (Chemical), Officer (Marketing) and Assistant Marketing Officer)
  - i. Based on the performance of the candidates in the online test, eligible candidates will be provisionally called for personal interview tentatively in the ratio of 1:7 i.e. 7 eligible candidates for 01 post. Interview call letters in respect of such eligible & provisionally shortlisted candidates will be uploaded on RCF Ltd website and such candidates will also be intimated for the same through SMS on their mobile number & through email on their e-mail address as mentioned in their online application form. However, RCF Ltd will not be responsible for any delay or non-delivery of intimation sent electronically through SMS or

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e-mail, as the case may be. No other communication will be sent to such candidates for this purpose.

- ii. For appearing for personal interview all outstation candidates will be reimbursed to and fro III tier AC Train / Bus fare (restricted to III Tier AC fare). The reimbursement will be done only for correspondence address mentioned by the candidate in the application form. Mode of reimbursement shall be through transfer to bank account.
- iii. It may be noted that candidates will be called for personal interview provisionally on the basis of information submitted by them in online application form and their candidature will be considered vis-à-vis eligibility criteria for the post applied for as mentioned in the advertisement. It may be noted that the scrutiny of documents required to ascertain the eligibility criteria will be done before Personal Interview only. Candidates not meeting the eligibility criteria or not in possession of complete requisite original documents will be declared as ineligible and will not be allowed to attend the personal interview and no TA will be paid to them. Further, no queries shall be entertained in this regard

## XII.) TRADE TEST (Operator Trainee (Chemical), Boiler Operator Gr III and Junior Fireman Grade II) :

- i. Based on the performance of the candidates in the online test, eligible candidates will be provisionally called for trade test tentatively in the ratio of 1:2 i.e. 2 eligible candidates for 1 post. There will be no personal interview for workmen category recruitment.

Call letters for Trade Test in respect of such eligible & provisionally shortlisted candidates will be uploaded on RCF Ltd website and such candidates will also be intimated for the same through SMS on their mobile number & through email on their e-mail address as mentioned in their online application form. However, RCF Ltd will not be responsible for any delay or non-delivery of intimation sent electronically through SMS or e-mail, as the case may be. No other communication will be sent to such candidates for this purpose.

- ii. For appearing for Trade Test all outstation candidates will be reimbursed to and fro sleeper Class Train / Bus fare (restricted to sleeper class fare). The reimbursement will be done only for correspondence address mentioned by the candidate in the application form. Mode of reimbursement shall be transfer to bank account.
- iii. It may be noted that candidates will be called for trade test provisionally on the basis of information submitted by them in online application form and their candidature will be considered vis-à-vis eligibility criteria for the post applied for as mentioned in the advertisement. It may be noted that the scrutiny of documents required to ascertain the eligibility criteria will be done before Trade test only. Candidates not meeting the eligibility



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criteria or not in possession of complete requisite original documents will be declared as ineligible and will not be allowed to attend the trade test and no TA will be paid to them. Further, no queries shall be entertained in this regard.

iv. Description of the Trade Test:

## Trade Test for Operator Trainee (Chemical):

The Trade Test will consist of Practical Job Knowledge and handling of Technical equipment, the allocation of marks will be of 80 Marks and Safety awareness and Computer Knowledge the allocation of marks will be of 20 marks. The total allocation of marks for Trade Test will be 100 marks. The Qualifying Marks for Trade Test will be total 60 marks for General Category and total 55 marks for SC/ST Candidates.

## Trade Test for Operator Boiler Operator Grade III:

The Trade Test will consist of Practical Job Knowledge and handling of Technical equipment, the allocation of marks will be of 80 Marks and Safety awareness and Computer Knowledge the allocation of marks will be of 20 marks. The total allocation of marks for Trade Test will be 100 marks. The Qualifying Marks for Trade Test will be total 60 marks for General Category and total 55 marks for SC/ST Candidates.

## Trade Test for the post of Junior Firemen Gr II:

The Trade Test will include physical endurance test, driving test and physical fitness test as follows:

### Physical Endurance Test for Junior Fireman Grade II:

**Ladder Drill:** The candidate has to climb extension ladder in 25 seconds.

**Rope Climbing:** the candidate has to climb rope upto the height of 15 feet and then lowering.

**Running:** The candidate has to run a distance of 1500 meters in 09 minutes.

**Hose Running Drill:** The candidate has to do layout full length of Fire Hose and then roll it in 25 seconds.

**Extinguisher Drill:** The candidate has to run a distance of 75 meter with DCP (10 Kg.) Extinguisher in 30 seconds.

**Rescue Drill:** The candidate has to crawl through tunnel of 10 feet length with rope and return back by rescue the casualty (Dummy) by the means of Rope knot in 04 minutes.

**Driving Test:** The candidate should have minimum one year of experience of driving Heavy Motor Vehicle. Candidate has to produce relevant documents in this regard. During above Physical Endurance Test, Candidate has to drive Fire Tender with 50 meter forward and reverse movement or as desired by the Trade Test Officer.





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## Physical Standards:

The Physical standards are as below:

Height: Minimum 167 cm

Weight: Minimum 50 Kg

Chest Measurement: Minimum 81 cm and 86 cm on expansion.

Physique: NO physical disability, no keen-knock and no flat foot, no orthopedic implantation inside the body.

## Vision Parameters:

Distance Vision: 6/6 without glasses

Colour Vision: Colour blindness / Night blindness will be a disqualification

Hearing Parameters: Normal (Relaxable upto 30 db in speech frequency)

The health standards indicated above are minimum pre-requisites. However, appointment of the selected candidates will be subject to their passing the company's medical examination as per standards laid down under RCF Medical Policy.

## XIII.) FINAL SELECTION:

- i. Separate merit list will be drawn for UR/SC/ST/OBC/PwBD/EWS candidates with reference to the number of available vacancies for each category. Merit list of suitable candidates shall be prepared on the basis of performance in the online test as well as personal interview / Trade test , with following weightages:

**In respect of Management Trainees, Engineer (Chemical), Officer (Marketing) and Assistant Marketing Officer:**

S. No.	Parameter	Weightage of marks obtained in each parameter
1	Online Test	80% (rounded off to 02 decimal places)
2	Personal Interview	20% (rounded off to 02 decimal places)
Total		100%

**In respect of Operator Trainee (Chemical), Boiler Operator Gr III and Junior Fireman Grade II)**

S. No.	Parameter	Weightage of marks obtained in each parameter
1	Online Test	100% (rounded off to 02 decimal places)
2	Trade Test for workmen	It will of Qualifying nature (Suitable for the post / Unsuitable for the post)
Total		100%

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- ii. Candidates are required to qualify in the Online Test and thereafter again in the Personal Interview (for officers) separately with minimum average of 50% marks in interview.
- iii. **(A)** In case of **officers**, 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.  
**(B) (i)** In case of workmen category for **Operator Trainee** post, total marks (upto two decimals) of two or more candidates after online test are same, the following criteria will be made applicable to decide the preference/merit of the candidates
  - (a) Percentage of marks in the qualifying examination would be considered for drawing up merit list.
  - (b) In case percentage of marks (upto two decimals) are also equal in the qualifying examination, 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.**(ii)** In case of workmen category for **Boiler Operator** post, total marks (upto two decimals) of two or more candidates after online test are same, the following criteria will be made applicable to decide the preference/merit of the candidates
  - (a) Certificate of Competency as Boiler Attendant of First class.
  - (b) Length of work experience
  - (c) Highest percentage in SSC examination.
  - (b) Date of birth of the candidates**(iii)** In case of workmen category for **Junior Firemen** post, total marks (upto two decimals) of two or more candidates after online test are same, the following criteria will be made applicable to decide the preference/merit of the candidates
  - (a) Highest percentage in SSC examination.
  - (b) Date of birth of the candidates

## IV PRE-EMPLOYMENT MEDICAL EXAM

Desirous candidates seeking employment with RCF Ltd. need to be medically fit as per RCF Ltd pre-employment medical standards. If candidate referred for a medical examination does not mean final selection and his / her selection will be subject to being declared as Medically Fit by RCF Ltd. designated Physician and subject to fulfillment of other eligibility criteria w.r.t Academic Qualification, Age, Valid Caste Certificate (as applicable), Income Certificate, Disability Certificate, Work experience, NOC, relieving letter from previous employer etc. as may be applicable.

General Medical Examination Comprises 1) Physical examination 2) Audiometry 3) Electrocardiogram 4) Vision tests, Eye test 5) Pathology investigation (Blood and Urine) 6) X-Ray Chest P.A. View 7) Lung Function Test 8) Height and Weight 9) Body Mass index, etc 10)

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And any other further medical examination recommended by RCF Medical Officer as per circumstance.

## XIV . HOW TO APPLY

### A. APPLICATION REGISTRATION

Candidates can apply online only from 29<sup>th</sup> June 2020 to 15<sup>th</sup> July 2020, 17.00 hours.

No other mode of application will be accepted.

#### IMPORTANT POINTS TO BE NOTED BEFORE REGISTRATION

Before applying online, candidates should-

- (i) scan their :
  - photograph (4.5cm × 3.5cm)
  - signature (with black ink)
  - ensuring that the all these scanned documents adhere to the required specifications as given in Section C in this Advertisement.
- (ii) Signature in CAPITAL LETTERS will NOT be accepted.
- (iii) Keep the necessary details/documents ready to make Online Payment of the requisite application fee/ intimation charges
- (iv) Have a valid personal email ID and mobile no., which should be kept active till the completion of this Recruitment Process. RCF may send intimation to download call letters for the Examination etc. through the registered e-mail ID. In case a candidate does not have a valid personal e-mail ID, he/she should create his/her new e-mail ID and mobile no. before applying on-line and must maintain that email account and mobile number.

#### Application Registration

1. Candidates to go to the RCF website "--HR---RECRUITMENT"- click on the option "APPLY ONLINE" which will open a new screen.
2. To register application, choose the tab "Click here for New Registration" and enter Name, Contact details and Email-id. A Provisional Registration Number and Password will be generated by the system and displayed on the screen. Candidate should note down the Provisional Registration Number and Password. An Email & SMS indicating the Provisional Registration number and Password will also be sent.

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3. In case the candidate is unable to complete the application form in one go, he / she can save the data already entered by choosing "SAVE AND NEXT" tab. Prior to submission of the online application candidates are advised to use the "SAVE AND NEXT" facility to verify the details in the online application form and modify the same if required. Visually Impaired candidates should fill the application form carefully and verify/ get the details verified to ensure that the same are correct prior to final submission.
4. Candidates are advised to carefully fill and verify the details filled in the online application themselves as no change will be possible/ entertained after clicking the FINAL SUBMIT BUTTON.
5. The Name of the candidate or his /her Father/ Husband etc. should be spelt correctly in the application as it appears in the Certificates/ Mark sheets/Identity proof. Any change/alteration found may disqualify the candidature.
6. Validate your details and Save your application by clicking the 'Validate your details' and 'Save & Next' button.
7. Candidates can proceed to upload Photo & Signature as per the specifications given in the Guidelines for Scanning and Upload of Photograph and Signature detailed under point "C".
8. Candidates can proceed to fill other details of the Application Form.
9. Click on the Preview Tab to preview and verify the entire application form before FINAL SUBMIT.
10. Modify details, if required, and click on 'FINAL SUBMIT' ONLY after verifying and ensuring that the photograph, signature uploaded and other details filled by you are correct.
11. Click on 'Payment' Tab and proceed for payment.



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12. Click on 'Submit' button.

13. In case if the applicant needs any assistance, the same can be raised through 'Grievance Link'.

## **B. PAYMENT OF FEES**

### ONLINE MODE

1. The application form is integrated with the payment gateway and the payment process can be completed by following the instructions.
2. The payment can be made by using Debit Cards (RuPay/Visa/MasterCard/Maestro), Credit Cards, Internet Banking, IMPS, Cash Cards/ Mobile Wallets.
3. After submitting your payment information in the online application form, PLEASE WAIT FOR THE INTIMATION FROM THE SERVER. DO NOT PRESS BACK OR REFRESH BUTTON IN ORDER TO AVOID DOUBLE CHARGE
4. On successful completion of the transaction, an e-Receipt will be generated.
5. Non-generation of 'E-Receipt' indicates PAYMENT FAILURE. On failure of payment, Candidates are advised to login again using their Provisional Registration Number and Password and repeat the process of payment.
6. Candidates are required to take a printout of the e-Receipt and online Application Form containing fee details . Please note that if the same cannot be generated, online transaction may not have been successful.
7. For Credit Card users: All charges are listed in Indian Rupee. If you use a non-Indian credit card, your bank will convert to your local currency based on prevailing exchange rates.



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8. To ensure the security of your data, please close the browser window once your transaction is completed.
9. There is facility to print application form containing fee details after payment of fees.

## C. Guidelines for scanning and Upload of Documents

Before applying online a candidate will be required to have a scanned (digital) image of his/her photograph and signature as per the specifications given below.

Photograph Image:

- Photograph must be a recent passport style colour picture.
- Make sure that the picture is in colour, taken against a light-coloured, preferably white, background.
- Look straight at the camera with a relaxed face
- If the picture is taken on a sunny day, have the sun behind you, or place yourself in the shade, so that you are not squinting and there are no harsh shadows
- If you have to use flash, ensure there's no "red-eye"
- If you wear glasses make sure that there are no reflections and your eyes can be clearly seen.
- Caps, hats and dark glasses are not acceptable. Religious headwear is allowed but it must not cover your face.
- Dimensions 200 x 230 pixels (preferred)
- Size of file should be between 20kb–50 kb
- Ensure that the size of the scanned image is not more than 50kb. If the size of the file is more than 50 kb, then adjust the settings of the scanner such as the DPI resolution, no. of colours etc., during the process of scanning.
- If the photo is not uploaded at the place of Photo Admission for Examination will be rejected/denied. Candidate him/herself will be responsible for the same.
- Candidate should also ensure that photo is uploaded at the place of photo and signature at the place of signature. If photo in place of photo and signature in place of signature is not uploaded properly, candidate will not be allowed to appear for the exam.
- Candidate must ensure that Photo to be uploaded is of required size and the face should be clearly visible.

Scanning the documents:

- Set the scanner resolution to a minimum of 200 dpi (dots per inch)
- Set Colour to True Colour.
- The image file should be JPG or JPEG format. An example file name is: image01.jpg or image01.jpeg

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- Image dimensions can be checked by listing the folder files or moving the mouse over the file image icon.
- Candidates using MS Windows/Microsoft Office can easily obtain documents in .jpeg format by using MS Paint or Microsoft Office Picture Manager. Scanned documents in any format can be saved in .jpg / .jpeg format by using 'Save As' option in the File menu. Size can be adjusted by using crop and then resize option.
  - If the file size and format are not as prescribed, an error message will be displayed.
  - While filling in the Online Application Form the candidate will be provided with a link to upload his/her photograph, signature.

## **XV . ACTION AGAINST CANDIDATES FOUND GUILTY OF MISCONDUCT/ USE OF UNFAIR MEANS**

Candidates are advised in their own interest that they should not furnish any particulars that are false, tampered with or fabricated and should not suppress any material information while submitting online application. At the time of examination, interview or in a subsequent selection procedure, if a candidate is (or has been) found guilty of –

- using unfair means or
- impersonating or procuring impersonation by any person or
- (iii) misbehaving in the examination/ interview hall or disclosing, publishing, reproducing, transmitting, storing or facilitating transmission and storage of contents of the test(s) or any information therein in whole or part thereof in any form or by any means, verbal or written, electronically or mechanically for any purpose or
- resorting to any irregular or improper means in connection with his/ her candidature or
- obtaining support for his/ her candidature by unfair means, or
- carrying mobile phones or similar electronic devices of communication in the examination/ interview hall, such a candidate may, in addition to rendering himself/ herself liable to criminal prosecution, be liable:
  - to be disqualified from the examination for which he/ she is a candidate
  - to be debarred either permanently or for a specified period from any examination conducted by RCF Ltd.



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## **GUIDELINES FOR PERSONS WITH DISABILITIES USING A SCRIBE**

The visually impaired candidates and candidates whose writing speed is adversely affected permanently for any reason can use their own scribe at their cost during the online examination, subject to limits as in (ii) and (iii) below. In all such cases where a scribe is used, the following rules will apply:

- The candidate will have to arrange his/her own scribe at his/her own cost.
  - The scribe arranged by the candidate should not be a candidate for the same examination. If violation of the above is detected at any stage of the process, candidature of both the candidate and the scribe will be cancelled. Candidates eligible for and who wish to use the services of a scribe in the examination should invariably carefully indicate the same in the online application form. Any subsequent request may not be favorably entertained.
  - A person acting as a scribe for one candidate cannot be a scribe for another candidate.
  - The scribe may be from any academic stream. However, for Specialist Officers' posts the scribe should be from an academic stream different from that prescribed for the post.
  - Both the candidate as well as scribe will have to give a suitable undertaking confirming that the scribe fulfils all the stipulated eligibility criteria for a scribe mentioned above. Further in case it later transpires that he/she did not fulfill any laid down eligibility criteria or suppressed material facts the candidature of the applicant will stand cancelled, irrespective of the result of the online examination.
  - Those candidates who use a scribe shall be eligible for compensatory time of 20 minutes for every hour of the examination or as otherwise advised.
- Scribe should not answer on his/her own. Any such behavior observed will result in cancellation of candidature
- Only candidates registered for compensatory time will be allowed such concessions since compensatory time given to candidates shall be system based, it shall not be possible for the test conducting agency to allow such time if he / she is not registered for the same. Candidates not registered for compensatory time shall not be allowed such concessions.

### **(ii) Guidelines for Candidates with locomotor disability and cerebral palsy**

A compensatory time of twenty minutes per hour or otherwise advised shall be permitted for the candidates with locomotor disability and cerebral palsy where dominant (writing) extremity is affected to the extent of slowing the performance of function (minimum of 40% impairment).

### **(iii) Guidelines for Visually Impaired candidates**

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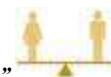
- Visually Impaired candidates (who suffer from not less than 40% of disability) may opt to view the contents of the test in magnified font and all such candidates will be eligible for compensatory time of 20 minutes for every hour or otherwise advised of examination.

These guidelines are subject to change in terms of GOI guidelines/ clarifications, if any, from time to time.

## XVI) GENERAL INSTRUCTIONS:

- a. Candidates are advised to go through the advertisement carefully and ascertain their eligibility before submitting their applications. One candidate can only apply for one post.
- b. While applying the candidates should mention their full name as it appears on the matriculation school certificate. Certificate issued by a Board of Secondary Education for passing Matriculation shall be the only acceptable document in support of proof of age.
- c. No claim of possession of a qualification equivalent to a prescribed qualification shall be entertained. Candidates possessing qualification as prescribed in the advertisement only should apply
- d. Minimum percentage of marks in the minimum educational qualification as indicated above shall be aggregate of last two semesters/ final year to be considered, irrespective of the weightage given to any particular semester/year by the Institute/University.
- e. 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. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 points scale. Candidates having CGPA/OGPA or letter grade in a degree, however, will invariably have to produce a copy of these conversion norms/no norms with respect to his/her University/Institute at the time of Interview.
- f. 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 / trade test. It may be noted that it shall be responsibility of the

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- candidate to verify and substantiate his 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.
- g. Only those candidates whose final year results of qualifying exams have been declared as on 30.06.2020 are eligible to apply. It may be noted that candidates would be required to produce final year mark sheet/degree completion certificate at the time of personal interview failing which they will not be allowed to attend the same.
  - h. Candidates employed in Central/State Government/Quasi-Government/Public Sector Undertakings/Autonomous Bodies shall either forward their application through Proper Channel (printout of duly filled-in online application) or shall produce No Objection Certificate (NOC) from their present employer the time of interview/Trade Test failing which his/her/their candidature will not be considered and he/she/they will not be allowed to appear in the interview/ Trade Test.
  - i. The age limit and minimum educational qualification are the minimum criteria and mere possession of the same by the candidate does not entitle him/her for participating in the selection process. RCF Ltd's decision regarding eligibility & shortlisting of applications shall be final & binding and no queries or correspondence shall be entertained in this regard.
  - j. Details once submitted in the online application form will be final and request for any change including change in correspondence address/email address/mobile number/ category/ post applied for/city for online test Center will not be entertained.
  - k. Candidates should possess a valid email ID. Candidates are advised to keep the email ID(to be entered compulsorily in the online application form) active for at least one year. No change in the email ID will be allowed once submitted. All information/communication regarding participating in the selection process shall be provided through email to the candidates, found apparently eligible, based on the online application data. Responsibilities of receiving and downloading of information/communications, etc. will be of the candidate. RCF Ltd will not be responsible for any loss of email sent, due to invalid/wrong email ID provided by the candidate and no correspondence in this regard will be entertained.
  - l. The candidature of all applicants would be provisional and subject to subsequent verification of certificates/testimonials etc.
  - m. The names of candidates called for online test/personal interview/ Trade Test will be displayed on [www.rcfltd.com](http://www.rcfltd.com) under head "HR-RECRUITMENT". Candidates are advised to visit the website regularly for the latest information in this regard. Only short listed candidates who are prima facie found eligible based on the information submitted in

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- their online application will be called for participating in the selection process and will be intimated through electronic mode for the online test/personal interview/ Trade Test and RCF will not be responsible for any delay or non-delivery of such intimation.
- n. In case the applicant does not receive any communication within 90 days from the date of publication of this advertisement, it may be presumed that he/she has not been short listed for the selection process. Accordingly, candidates are advised to regularly visit “HR-RECRUITMENT” head on our website - [www.rcfltd.com](http://www.rcfltd.com) for the updated information on the selection process.
  - o. Mere admission to the selection process does not imply that Company (RCF Ltd) is satisfied about candidate’s 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. In case it is detected that a candidate does not fulfill any of the advertised eligibility criteria or has given false declaration or suppressed any material fact or information having any bearing on his candidature, he/she shall render himself/herself ineligible for consideration at any stage of selection and for termination at any time during employment, if recruited.
  - p. Further, RCF Ltd 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.
  - q. Any corrigendum/addendum/errata in respect of this advertisement shall be displayed only on RCF Ltd ’s website [www.rcfltd.com](http://www.rcfltd.com) under the head “HR-RECRUITMENT”. No further press advertisement will be issued. Hence prospective applicants are advised to visit RCF Ltd website regularly for latest update with regard to this advertisement.
  - r. Court of jurisdiction for any dispute pertaining to any issue arising out of this recruitment process will be at Mumbai only to the exclusion of all other Courts.
  - s. Candidates should retain their copy of Pay in e-receipt and Registration Slip as they can be asked to produce it for future reference.
  - t. Candidates may visit the Frequently Asked Questions (FAQs) section at online application website for any queries.
  - u. The possibility of occurrence of some problem in the administration of the examination cannot be ruled out completely which may impact test delivery and/or result from being generated. In that event, every effort will be made to rectify such problem, which may include movement of candidates, delay in test. Conduct of a re-exam is at the absolute discretion of test conducting body. Candidates will not have any claim for a re-test. Candidates not willing to move or not willing to participate in the delayed process of test delivery shall be summarily rejected from the process.



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- v. Decision of RCF in all matters relating to recruitment will be final and binding on the candidate. No correspondence or personal enquiries shall be entertained by the RCF in this behalf.
  
- w. Instances for providing incorrect information and/or process violation by a candidate detected at any stage of the selection process will lead of disqualification of the candidate from the selection process and he/she will not be allowed to appear in any RCF recruitment process in the future. If such instances go undetected during the current selection process but are detected subsequently, such disqualification will take place with retrospective affect.
  
- x. Canvassing in any form at any stage shall be considered a disqualification for employment in the Company.

The schedule of activities is as follows:

Activity	Date
Commencement of On-Line registration of application by candidates.	29th June, 2020 at 8:00 am
Last date for on-line registration of application by candidates	15th July, 2020 at 5:00 pm
Tentative Date of Examination	16th August, 2020
Tentative Date of Result	24th August 2020

Only online Payments will be accepted. Cash payment will not be accepted.

Only ON-LINE applications will be accepted. Physical form of application will not be accepted.

## XIV IMPORTANT INSTRUCTIONS

1. The Online Application shall be deemed to be submitted only upon receipt of Application Fee (wherever applicable) and upload of Self Attested Photograph and Signature within prescribed time limit.
2. Candidates are advised in their own interest to complete the registration process, pay application fee online (wherever applicable) and final submission of online application sufficiently in advance before the last date so as to avoid the possibility of disconnection /inability / failure to log on to the website on account of heavy load on internet or website jam.
3. We hereby caution the general public not to fall prey to the dubious agencies/organizations/individuals/aiming at fleecing money from the innocent public. Don't believe any advertisement/job announcement of RCF Ltd. circulated through e-mail, social

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media etc. Please rely on information hosted on our website [www.rcfltd.com](http://www.rcfltd.com) for any job/career related information pertaining to RCF Ltd.

Encl.: -

Annexure I- PwBD Certificate

Annexure II- OBC Certificate

Annexure III- SC/ST Certificate

Annexure IV- Income & Asset Certificate

Applicant please note that the “On-Line registration and submission of online applications will start from 29th June, 2020 at 08:00 am. “

The Last date for on-line registration and submission of online applications is 15th July, 2020 up to 5:00 pm.

Only ON-LINE applications will be accepted and physical form of application will not be accepted.

Only online Payments will be accepted. Cash payment will not be accepted.

In case, if the applicant needs any assistance, the same can be raised through ‘Grievance Link’.

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