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HMT Machine Tools Ltd
(A Govt. of India Undertaking)
PINJORE, HARYANA- 134101

Ref: MTL/MTP/FTE/2024-25

Date: 26.07.2024

PROFESSIONALS ON FIXED TERM EMPLOYMENT BASIS

HMT Machine Tools Limited Pinjore, one of the manufacturing Units of HMT Machine Tools Limited, a wholly owned subsidiary of HMT Limited (a Govt. of India Undertaking) and a leading Machine Tools Manufacturer, is looking for qualified and experienced professionals for following requirements purely on **Fixed Term Employment basis (FTE)**, in order to complete in-house / external assignment and projects. The tenure will be come to an end automatically on completion of four years from the date of joining or on completion of the assignments / projects, whichever is earlier. The detailed requirement is as below:

S.No	NAME OF POSITION	NO.OF POSTS
1	Dy. Engineer - MECHANICAL	TWO
2	Dy. Engineer - ELECTRONICS	ONE

POST DETAILS:

A. POST	A. DEPUTY ENGINEER (MECHANICAL) (ONE POST)
No. of Post	01 (ONE)
Upper age limit	30 years (as on 31.07.2024)
Qualification	Engineering graduate / Post Graduate in Mechanical from a recognized institution/University. Candidates should have minimum 60% marks (aggregate marks of all semesters), relaxed to 50% (aggregate marks of all semesters) for SC/ST candidates. Additional qualification of MBA/PGDBM with relevant subject is preferable.
Post Qualification Experience	Minimum 3 years of hands-on industrial experience from Machine Tools industry in for Servicing, Commissioning, Assembly for GPM & CNC Machines. 1. Should have good knowledge of conventional & CNC Milling machines and their end users. 2. Should be conversant in technical and commercial aspects. 3. Candidate having relevant work experience in Machine Tools only need to apply and experience with HMT Machine Tools Ltd/ any machine tools Industry will be given preference. 4. Proficiency in computer skills. 5. Teaching experience will not be considered.
Job Description	1. Servicing customers by identifying their needs and providing solutions by offering suitable products, equipments & services pertaining to machine tools. 2. CNC Machine Tools operation, setting, Programming Fault Diagnostic and servicing troubleshooting. 3. Preparation of proposal / Offer by studying all customer related documents & drawings in close coordination with Design, Engineering and other departments in the Organization. 4. Commissioning of Milling & GPM machines and job prove out both in-house and at customer site.
Grade/Scale of Pay	PS-III Grade/8600-250-14600 (1997 Pay Scale)
Place of Posting	HMT Machine Tools Ltd, PINJORE

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B. POST	B. DEPUTY ENGINEER (MECHANICAL) (ONE POST)
No. of Post	01 (ONE)
Upper age limit	30 years (as on 31.07.2024)
Qualification	Engineering graduate / Post Graduate in Mechanical from a recognized institution/University. Candidates should have minimum 60% marks (aggregate marks of all semesters), relaxed to 50% (aggregate marks of all semesters) for SC/ST candidates. Additional qualification of MBA/PGDBM with relevant subject is preferable.
Post Qualification Experience	<ol style="list-style-type: none"> 1. Minimum 3 years of hands-on industrial experience from <u>Machine Tools industry</u> in Servicing, Commissioning, Assembly for GPM & CNC Machines. 2. Should have good knowledge of conventional & CNC Milling machines and their end users. 3. Should be conversant in technical and commercial aspects. 4. Candidate having relevant work experience in <u>Machine Tools only</u> need to apply and experience with HMT Machine Tools Ltd/ any machine tools Industry will be given preference. 5. Proficiency in computer skills. 6. Teaching experience will not be considered.
Job Description	<ol style="list-style-type: none"> 1. Identifying current and future sales and service requirements by establishing rapport with the customer for business development. 2. Close interaction and follow up with the customers pertaining to all sales and service related issues. 3. Training and development of field sales and service engineers for building customers network. 4. Development customer's staff by providing technical support & training. 5. Payment follow up & collection of sundry debtors. 6. Commissioning of Milling & GPM machines and job prove out both in-house and at customer site..
Grade/Scale of Pay	PS-III grade/8600-250-14600(1997PayScale)
Place of Posting	HMT Machine Tools Ltd, Pinjore

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C.POST	C. DEPUTY ENGINEER (ELECTRONICS) (ONE POST)
No. of Post	01 (ONE) (01 Electrical & Electronics/Electronics & Communication/ Instrumentation Engineering)
Upper age limit	30 years (as on 31.07.2024)
Qualification	Engineering graduate / Post Graduate in Electrical & Electronics /Electronics & Communication/ Instrumentation Engineering from a recognized institution/University. Candidates should have minimum 60% marks (aggregate marks of all semesters), relaxed to 50% (aggregate marks of all semesters) for SC/ST candidates. Additional qualification of MBA/PGDBM with relevant subject is preferable.
Post Qualification Experience	<ol style="list-style-type: none"> 1. Minimum 3 years of hands-on industrial experience from Machine Tools industry in APPLICATION WORK, JOB TRAILS, TENDER SUBMISSION ,IN-HOUSE JOB TRAILS. 2. Should have good knowledge of conventional & CNC milling machines and their end users. 3. Should be conversant in technical and commercial aspects. 4. Candidate having relevant work experience in <u>Machine Tools</u> only need to apply and experience with HMT Machine Tools Ltd/ any Machine Tools Industry will be given preference. 5. Proficiency in computer skills. 6. Teaching experience will not be considered.
Job Description	<ol style="list-style-type: none"> 1. Identifying current and future sales and service requirements by establishing rapport with the customer for business development. 2. Close interaction and follow up with the customers pertaining to all sales and service related issues. 3. Training and development of field sales and service engineers for building customers network. 4. Development customer's staff by providing technical support & training. 5. Payment follow up & collection of sundry debtors. 6. Commissioning of Milling & GPM machines and job prove out both in-house and at customer site. 7. CNC Machine Tool operation, setting, Programming Fault Diagnostic, Servicing troubleshooting & PLC Programming.
Grade/Scale of Pay	PS-III grade/8600-250-14600(1997 Pay Scale)
Place of Posting	HMT Machine Tools Ltd, Pinjore

1.RELAXATION &RESERVATIONS:

- a) Age relaxation & Reservations for different categories will be as per Govt. of India Directives.
- b) For Ex-Apprentice trainees/ Contract employees worked/working in HMT Machine Tools Limited, applying for the above posts, the upper age limit would be relaxed to the extent of the period for which the apprentice had undergone the training, in line with Apprentice Act/ and contract employee has worked in HMT Machine Tools Limited.

2.TENURE OFENGAGEMENT:

The selected candidates will be engaged for a **fixed tenure of a maximum of 4 (FOUR) years** from the date of engagement. The tenure will come to an end automatically on completion of the specified tenure from the date of joining, or on completion of the assignments/ Projects, whichever is earlier without any further notice. However, the employment can be terminated, at any time during the period of tenure engagement, by giving three months notice by either party or payment of three month's salary in lieu of the Notice period. FTE will not confer any right on the Personnel to claim the status of a regular employment in the Company.

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3. REMUNERATION:

- a) The candidate hired on FTE would be placed at minimum of the pay-scale of the grade in which he/she is appointed.
- b) Candidates will be eligible for DA, HRA, PF and such other statutory benefits availed by regular employees as applicable for the grade.
- c) An annual increment as per the scale during the tenure shall be admissible on the Basic Pay, subject to satisfactory performance.
- d) Candidates will be eligible for monthly incentive and annual incentive.
- e) Candidates will be eligible for Group Insurance.

4. OTHER BENEFITS

- a) The personnel recruited under FTE will be entitled for 10 days of casual leave per calendar year, which will be calculated on pro-rata basis for every calendar month of service and 2.5 days of earned leave with pay. There will be no provision for encashment of earned leave at the end of the year, as well as at the time of separation.
- b) An amount limited to one month's basic as per scale of pay will be admissible per annum to meet the medical expenses (both in-patient and out-patient). The amount will be equally divided by 12 and paid on monthly basis along with the salary. Candidates will not be entitled for any other medical benefits in any of the HMT hospitals/Dispensaries or elsewhere.
- c) Female personnel will be entitled to Maternity Benefits as per the provisions under the Maternity Benefit Act, 1961.

The tenure based personnel will not be entitled for any allowance or benefits other than those indicated as above in remuneration/Pay scale.

5. SURETY

An amount @ 5% will be deducted at source from the monthly emoluments towards surety amount which on completion of Contract tenure will be paid back to the candidate without any interest. In case the Candidate(s) leaves the Company or his Fixed Tenure Employment is terminated before completion of contract tenure, the said surety amount will not be returned back.

6. MEDICAL EXAMINATION

Candidates provisionally selected will have to undergo a Pre-Employment Medical Examination and should produce Medical Fitness certificate from government Hospital at the place of posting before joining HMT Machine Tools Limited to ascertain Medical fitness. Applicants should meet all the Medical Standards as prescribed by the Company (Concerned authority in respect of PwD candidates). No relaxation in Health Standards will be allowed. Appointment of selected candidates is subject to receipt of satisfactory Medical Report from the Company's Doctor as per the Medical Standards of the Company. (Candidates applying for technical positions with color blindness will not be considered, hence need not apply).

7. APPLICATION & PROCESSING FEE

A non-refundable account payee Demand Draft for Rs. 750/- (Rs. Seven Hundred Fifty Only) for General, EWS & OBC (which includes Rs. 500/- (Rs Five Hundred Only) as Application Fee and Rs. 250/-

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(Rs. Two Hundred Fifty Only as Processing fee) drawn in favour of **HMT Machine Tools Limited, Pinjore**. By any scheduled bank payable at Pinjore is to be enclosed along with the prescribed application. No other mode of payment is acceptable. For SC/ST category, a non-refundable account payee Demand Draft for Rs.250/- only as the processing fee is to be enclosed along with the prescribed application. No fee to be paid by Persons with Disability (PwD). Application without proper Demand Draft (except PwD) will be summarily rejected. Candidates are advised to write their name and address on reverse side of the Demand Draft.

8. GENERAL CONDITIONS:

1. The above requirements are purely temporary in nature and offered on fixed tenure basis. This post is not against any permanent vacancy. This placement will not entitle the candidate for any regular/permanent employment in HMT Machine Tools Limited, in future.
2. The listed requirement/no. of vacancies are indicative and subject to change as per the requirement of the Unit and can be increased/decreased.
3. Only Indian Nationals need apply.
4. The Candidates from other PSU of IDA pattern in the immediate lower grade or same grade are eligible to apply subject to the above criteria.
5. Applicants serving in Govt./Public Sector Enterprises/ Semi-Govt. Organizations should apply through proper channel or produce "No Objection Certificate" at the time of interview failing which they will not be permitted to appear for the interview.
6. Candidates fulfilling the above job specification as on date of advertisement only need to apply
7. The aggregate percentage of marks scored by the candidates in qualifying Examination subjected to minimum Marks as a case may be in respective trades / disciplines is mentioned as below

Category	Aggregate percentage(%) of marks
UR/OBC	60% & above
SC/ST & PwD	50 % & above

Management reserves the right to set an upper level and lower level of cut off marks for short listing the candidates.

8. Mere conformity to the job requirements/qualifications will not entitle a candidate to be called for interview. Management reserved the right to reject the application without assigning any reason, raise the standard of specifications to restrict the number of candidates to be called for interview.
9. The suitability for the post / shortlisted candidate applied for, will be made through personal interview. Selection will be made strictly on the basis of qualifying marks, post qualification experience and performance in the interview, in the order of merit.
10. Management reserves the right to relax experience, qualification and age as also to consider related qualification & experience in case of deserving/exceptional candidates.
11. Placement of the selected candidate will be as per the operational requirement and the sole discretion of the management.
12. Appointment of selected candidates is subject to verification of Cast and Character & Antecedents, as the case may be, from the concerned authorities as per the rules of the Company.

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13. Candidates belonging to SC/ST/OBC (non-creamy layer)/PWD/Ex-Servicemen/Minority/EWS category should enclose a copy of the certificate issued by the Competent Authority to that effect. Category should be carefully filled-up in the application format as this will not be allowed to be changed at a later date.
1. Candidates belonging to OBC category are required to produce the recently obtained OBC Certificate and self-undertaking for OBC (Non-Creamy Layer) status (not older than 6 months as on the date of advertisement) in the format prescribed by Govt. of India and issued by the Competent Authority (format available in Careers section of our website: www.hmtindia.com / www.hmtmachinetools.com).
2. OBC candidates who do not belong to Non-Creamy Layer should submit their application under General category only.
3. Candidates belonging to PWD/Ex-Servicemen are required to furnish attested copies of certificates in support of their claim.
4. Candidates applying under EWSs category are required to produce 'Income and Asset of the Family' Certificate in the prescribed format (format available in Careers section of our website (www.hmtindia.com / www.hmtmachinetools.com)).
5. The original documents/certificates/testimonials in proof of Age (Only SSLC/SSC/ 10th Standard Board Certificate will be admitted as proof of age), qualification, experience, caste/category as mentioned/enclosed in the application shall be produced at the time of interview for verification. In case of failure to produce the original testimonials certificates as mentioned in the application for verification while attending the interview, candidature deemed to be canceled.
6. Shortlisted candidates appearing for interview have to produce all the original documents at the time of Document verification wherein candidates will be required to produce testimonials/ documents in support of age / qualification / Caste / Tribe / Class, experience and other advertised eligibility criteria. The testimonials / documents should be in the possession of the candidates and he/she should be able to produce the same when it is warranted. Inability of the candidates to produce the requisite documents at the time of document verification shall render them liable for non-consideration of their candidature. No undertaking for production of documents in respect of eligibility criteria with the regard to age, qualification and experience on a later date will be allowed.
7. Only short listed eligible candidates will be called for interview. The outstation candidates if called for personal interview will be paid To and Fro II class train fare (by the shortest route on production of proof of journey).
8. Incomplete application(s) not in the prescribed format will be rejected and no correspondence in this regard will be terminated.
9. If any information provided by the candidate is found to be false or not found in conformity with eligibility criteria mentioned in the advertisement, then the same will be liable for rejection at any stage of selection process or even after engagement.
10. Any canvassing by or on behalf of the candidates or to bring political or other outside influence with regard to selection/engagement shall be a disqualification.
11. The company shall not be liable for any damage/injury/loss to the individual, if any, sustained during the entire selection process and journey.
12. The selected candidate shall have to indicate his/her acceptance of the offer within one week from the

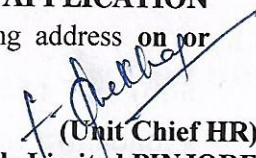
Signature

receipt of offer, if not, the same will be offered to next candidate in order of merit. However, the Competent Authority may grant extension of time depending upon the exigencies on case to case basis.

13. The selected candidate will be liable to serve in any Unit/Office of the Company and in any part of India or Abroad at the discretion of the Company.
14. Management reserves the right to call or not to call any/all of the candidates who have responded against this advertisement. No correspondence regarding the rejection of application in case of ineligibility will be entertained.
15. Management will not be responsible for delayed receipt/non-receipt of applications.
16. The list of short listed candidates is valid for six month only from the date of interview. The appointment/ offer letter for the placement of candidates will be issued as and when the vacancy arises.
17. The Management reserves the right to cancel / suspend subject notification part or the entire recruitment/selection process at its discretion, without assigning any reasons. The Management also reserves the right to alter, modify this advertisement in full or a part thereof without assigning any reason. Corrigendum/Extension etc., if any, shall be published in our websites www.hmtmachinetools.com / www.hmtindia.com
18. No correspondence will be entertained from the candidates who have not short listed for interview or not selected for the post. The decision of the Management will be final and no appeal will be entertained on what so ever matter.
19. Candidates shall be subjected to medical examination by the Company's Medical Officer prior to their appointment after due selection. Those found medically unfit will not be engaged and the offer letter shall stand withdrawn in such cases.
20. Intimation/correspondence regarding interview etc, will be sent through e-mail or Speed Post.
21. The decision of Management regarding selection will be final.
22. Court of jurisdiction for any dispute will be at Panchkula, HARYANA.

10. HOW TO APPLY:

- a) Application in the prescribed format duly filled enclosing therewith the Demand Draft and a set of self attested photocopies of the relevant certificates in proof of qualification, age, category, experience etc.; (all the relevant original certificates should be produced at the time of interview) and affixing passport size photograph at the space provided should be sent in sealed cover super scribed "**APPLICATION FOR THE POST OF**"so as to reach the following address **on or before—16.08.2023.**


(Unit Chief HR)
HMT Machine Tools Limited PINJORE
Haryana 134101

- b) Application has to be sent through Ordinary post/Speed Post/Registered Post/Courier only. Application received through other modes, viz., Fax/E-mail/By hand will not be accepted and summarily rejected.
- c) Candidates are advised to have a valid e-mail ID which has to be mandatorily mentioned in the application form, so that intimation/communication regarding the Interview can be sent. They are also advised to retain this e-mail ID active for at least one year as any important intimation/communication to the candidates shall be provided by HMT Machine Tools Ltd., through e-mail and also requested to check e- mails regularly for any communication from HMT Machine Tools Ltd. in this regard. Company will not be responsible for bounce mail.



Candidate who applied once cannot alter their application under any circumstances. Request for change of mailing address, category, discipline as declared in the application will not be entertained. In addition to the above, candidates are also required to send their details in an excel sheet ONLY in the following format to mtpadmin1@hmamachinetools.com The subject of the e-mail should be – „Application for the post of _____ “on _____ or before 16.08.2023

Name	Date of Birth	Age as on 21.06.2023	Category	Qualification	Marks obtained	WORKEXPERIENCE				E-mail	Mobile No.
						Name Of the Organisation	From	To	Total Experience		

Sd/-
(Unit Chief HR)

Handwritten signature

STATEMENT OF DOCUMENTS ENCLOSED TO THE APPLICATION FORMAT

SN.	Documents Enclosed	Status (tick the relevant column)		
		Yes	No	NA
1.	Proof of Date of Birth (only SSLC/SSC/10 th Standard Board Marks Card will be admitted as proof of age).			
2.	Proof of Caste – SC/ST in the prescribed format.			
3.	Latest OBC Certificate (Non-creamy layer) in the format as applicable for appointment to posts under Govt. of India to be produced.			
4.	Minority declaration Certificate.			
5.	Ex-Servicemen Certificate.			
6.	Income and Asset Certificate in the format as applicable for EWS category.			
7.	PWD certificate issued by the Competent Authority (Govt. Hospital or Medical Board attached to Special Employment Exchange for the handicap) as per the “Persons with Disabilities [Equal opportunities, protection of right and full participation] Act, 1995”.			
8.	Qualification Certificates:			
8.1	SSLC/SSC/10 th Standard Board Marks Card.			
8.2	Inter/Diploma Marks Card (Semester-wise/Year-wise).			
8.3	Inter/Diploma Certificate.			
8.4	Degree Marks Card (Semester-wise/Year-wise).			
8.5	Degree Certificate.			
8.6	PG Degree/Dip. Marks Card (Semester-wise/Year-wise).			
8.7	PG Degree/Diploma Certificate.			
8.8	Other Qualifications, if any (Pl. specify).			
9.	Post-qualification Experience Certificate(s).			
10.	Demand Draft for the prescribed amount.			

Note:

The self attested copies of the documents/certificates (Sl.No.1 to 9) should be enclosed to this format in the same order.

Candidate should bring one set of photocopies of all marks cards along with original for verification at the time of interview.

Prabhu



HMT Machine Tools Limited
PINJORE, PANCHKULA, HARYANA 134101

APPLICATION FOR FIXED TERM EMPLOYMENT (FTE) BASIS

APPLICATION FOR THE POST OF:				Advt. Ref. No. & Date:					
1	Name Mr./ Ms								
2	S/o, D/o, W/o								
3	Address for communication (With PIN Code)								
3.1	Telephone Nos. (with STD code)		Office			Residence.			
3.2	Mobile No								
3.3	E-mailId 1								
	2								
4	Date of Birth (as per Matric / SSLC/ SSC certificate)		DD	MM	YY	Age (as on date of application)		YY	MM
5	Caste/Category (Tick appropriate column)		SC	ST	OBC	GEN	PWD	MINORITY	EWS
6	Qualification (self attested Xerox copies of all marks cards & degree certificates are to be enclosed)								
	Exam passed	Yr of passing	Full/ part time	Course Duration	University/ Institution	Aggt. % Marks	Special isation		
6.1									
6.2									
6.3									
6.4									
6.5									
6.6									

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Post-qualification Experience:(self attested Photocopies of experience certificates to be enclosed). For experience details, separate sheet may be attached as Annexure)											
7	Organisa- tion & Address &email-id	Desig- nation	Nature of duties	Period (commencing from latest / present)						Company's Turnover	Basic Pay & pay Scale
				From		To		Duration			
				MM	YY	MM	YY	YY	MM		
7.1											
7.2											
7.3											
7.4											
7.5											
7.6											
TOTAL Post Qualification EXPERIENCE											
8	Any two references with contact details (other than relatives)										
	Name & Designation	Address			Phone No./ Mobile No.			Email ids			
8.1											
8.2											
9	Demand Draft details	DD No & Date			Amount. (Rs.)			Bank Details			
Original testimonials in respect of Sl. No. 4,5,6 & 7 must be produced at the time of interview											
Certified that the information furnished above is true to the best of my knowledge information & belief. If, at a later date, the information furnished above is found to be false or inaccurate, the Management is free to take appropriate action as per the extant rules.											
Place:											
Date:											
(Signature of the Applicant)											

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