

सं./No.: TCLHQ/COR.HR/ENG./CONTRACT BASIS

दिनांक/Dated: 09.05.2022

**ADVERTISEMENT NO. 01/2022 FOR
ENGAGEMENT OF PROFESSIONALS ON FIXED TERM CONTRACT BASIS**

Troop Comforts Limited (TCL) is a Public Sector Undertaking incorporated on 16th August 2021 under the companies Act, 2013(18 of 2013) with 100 % equity share held by Government of India. Its authorized share capital is Rs. 40,000,000,000 and its paid up capital is Rs. 100,000. TCL is a new Defence PSU with its headquarters at Kanpur (U.P.). It has five (05) constituent units and has around 5800 employees. It is involved in manufacture of Life Cycle Clothing (LCC), Extreme Cold Climate Items (ECC), Special Clothing & Mountaineering Equipment (SCME), Supply Drop Equipment (SDE), Water Storage Equipment, Covers, Tentages, Leather Items, Arrester Barrier, General Stores, etc for Defence Services and Civil Sector. It offers great work environment and challenging opportunities for the professionals to prove their mettle. Applications are invited from professionals for the following positions on fixed term contract basis:

1. COMPANY SECRETARY

Sl. No.	Particulars	Details
1	No. of Positions	01
2	Maximum Age	40 Yrs.
3	Qualifications	Registered Company Secretary (C.S.) with The Institute of Company Secretaries of India. Candidates with background of M.Com/CA Inter/ CMA Inter will be preferred.
4	Experience	Minimum of 5 years as Company Secretary in Manufacturing company – Listed or with Turnover of Rs. 200 Cr (Avg. last 3 yrs). Relevant Experience in Public Sector and additional Work experience of handling finance and accounts of a corporate in addition to Company Secretary shall be preferred.
5	Terms & Conditions	Detailed terms and conditions required for the post are attached as Annexure -A
6	Tenure	03 years (Subject to satisfactory performance and need for continued engagement of professional by TCL)
7	Remuneration:	Consolidated Rs 100000.00 Per Month, revised annually based on performance & as per TCL policy/ norms.

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2. CHIEF ACCOUNTS AND FINANCE MANAGER

Sl. No.	Particulars	Details
1	No. of Positions	01
2	Maximum Age	40 Yrs.
3	Qualifications	Registered Chartered Accountant (C.A.) with The Institute of Chartered Accountants of India.
4	Experience	Minimum of 2 years in Manufacturing company - Listed or with Turnover of Rs. 200 Cr (Avg. last 3 yrs) in Preparation of Fin. statements. Relevant Experience in Public Sector and additional Work experience in Investment / Pricing/ costing will be preferred.
5	Terms & Conditions	Detailed terms and conditions required for the post are attached as Annexure -A
6	Tenure	03 years (Subject to satisfactory performance and need for continued engagement of professional by TCL)
7	Remuneration:	Consolidated Rs 100000.00 Per Month, revised annually based on performance & as per TCL policy/ norms..

3. CORPORATE STRATEGY & MARKETING MANAGER

Sl.No.	Particulars	Details
1	No. of Positions	01
2	Maximum Age	40 Yrs.
3	Qualifications	Full time post graduation degree/diploma in management with 65% from top 100 management institutes as per 2021 rankings released by MHRD under National Institutional Ranking Framework (NIRF) or International Institutes.
4	Experience	Min. of 2 years of relevant experience in Manufacturing Co. in Corporate /Marketing Strategies in Brand building and market expansion/ Launching new products. Textile & Apparel industry background will be preferred and deserving candidate may be given relaxation for PG from other than top 100 MHRD ranking institutes.
5	Terms & Conditions	Detailed terms and conditions required for the post are attached as Annexure -A
6	Tenure	03 years (Subject to satisfactory performance and need for continued engagement of professional by TCL)
7	Remuneration:	Consolidated Rs 80000.00 Per Month, revised annually based on performance & as per TCL policy/ norms..

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4. CHIEF INFORMATION MANAGER

Sl. No.	Particulars	Details
1	No. of Positions	01
2	Maximum Age	40 Yrs
3	Qualifications	Bachelor in Computer Science/IT or MCA with 60% or 'A' level from NIELIT
4	Experience	Min. of 5 years in IT Company/ Institute/Lab with experience of Network & Data Centre Mgt, Website Design / computer hardware/software systems. Preference will be given for experience as Team leader/IT head /Lead Analyst and Digital Marketing.
5	Terms & Conditions	Detailed terms and conditions required for the post are attached as Annexure -A
6	Tenure	03 years (Subject to satisfactory performance and need for continued engagement of professional by TCL)
7	Remuneration:	Consolidated Rs 75000.00 Per Month, revised annually based on performance & as per TCL policy/ norms.

5. SENIOR COSTING AND ACCOUNTING MANAGER

Sl. No.	Particulars	Details
1	No. of Positions	01
2	Maximum Age	40 Yrs.
3	Qualifications	ICWA or CMA or MBA Finance with 65%
4	Experience	Min. of 3 years in Manufacturing company - Listed or with Turnover of Rs 200 Cr (Avg. last 3 yrs) in Product Costing cost control, cost audit Handling stock audit Experience in Budget, monthly forecasts, statutory audit/ cost audit will be preferred.
5	Terms & Conditions	Detailed terms and conditions required for the post are attached as Annexure -A
6	Tenure	03 years (Subject to satisfactory performance and need for continued engagement of professional by TCL)
7	Remuneration:	Consolidated Rs 70000.00 Per Month, revised annually based on performance & as per TCL policy/ norms..

6. INDUSTRIAL ENGINEER

Sl. No.	Particulars	Details
1	No. of Positions	01
2	Maximum Age	40 Yrs.
3	Qualifications	Graduate/Post Graduate in Industrial Engg. with 65%
4	Experience	Min. of 5 years relevant experience in Manufacturing company - Listed or with Turnover of Rs 200 Cr (Avg. last 3 yrs) in Productivity & Process improvement in layout design of the machine and workstation for reduction in man-machine ratio. Preference will be given for Experience in Apparel & Textile/ Leather industry.
5	Terms & Conditions	Detailed terms and conditions required for the post are attached as Annexure -A
6	Tenure	03 years (Subject to satisfactory performance and need for continued engagement of professional by TCL)
7	Remuneration:	Consolidated Rs 50000.00 Per Month, revised annually based on performance & as per TCL policy/ norms.

7. ACCOUNTS & AUDIT/TAXATION MANAGER

Sl.No.	Particulars	Details
1	No. of Positions	02
2	Maximum Age	40 Yrs.
3	Qualifications	B.Com with Min. 55% or MBA (Fin) with 65%. Additional qualifications – MCA/CA Inter/CMA Inter will be preferred.
4	Experience	Min. of 2 years relevant experience in Accounting/Costing/ /Auditing with any Manufacturing company - Listed or with Turnover of Rs 100 Cr (Avg. 3 yrs). Working knowledge on Audit & Taxation.
5	Terms & Conditions	Detailed terms and conditions required for the post are attached as Annexure -A
6	Tenure	03 years (Subject to satisfactory performance and need for continued engagement of professional by TCL)
7	Remuneration:	Consolidated Rs 40000.00 Per Month, revised annually based on performance & as per TCL policy/ norms.

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How to apply

1. Interested candidates may apply online mode only on the online recruitment portal on website (<https://www.troopcomfortslimited.co.in/>). Hard Copy will not be entertained. Application shall be submitted on online recruitment portal along with scanned self-attested copies of evidence of proof of age, qualification and experience, listed or turnover details, last drawn pay including level/grade or CTC as applicable etc.
2. **The cut-off date for age, qualification and experience will be 01.05.2022.**
3. Last date for receipt of Application at TCL website: **25.05.2022.**
4. Application fee (Non-refundable Rs.500/-) to be paid **through SBI e Pay only**. SC/ ST/PwD/ Ex-SM applicants are exempted from payment of application fees.
5. Non-submission of required documents as per application format will be treated as incomplete application and will be rejected forthwith. It is mandatory to fill all the relevant information such as qualification details, experience details, percentage of marks etc. In case of any variation in Name/ surname/, spelling mentioned in the Application cum Bio-data and in educational/ professional qualification certificates, application will be liable to be cancelled. TCL management will not take any responsibility for any delay in receipt or loss in postal transit for any application or communication.
6. Applicant is requested to enter his/her active email address and mobile phone number which should be valid and operational, as all important communications will be sent to this email or mobile number only. The engagement of above professionals on contract basis will be subject to the terms and conditions attached as **Annexure – A. All the candidates are required to go through the terms and conditions thoroughly before filing their applications.**

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DIRECTOR/HR

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कॉरपोरेट मुख्यालय—ट्रूप कम्फर्ट्स लिमिटेड, जी.टी. रोड कानपुर (उ०प्र०) 208013

फोन : 0512-2451781 – 83, फैक्स: 0512-2450099

CORPORATE HQRS: TROOP COMFORTS LIMITED, G.T. ROAD, KANPUR, (U.P.) – 208013

PHONE: 0512-2451781-83, FAX: 0512-2450099

Email : info@troopcomfortslimited.co.in

Annexure 'A' of Advt. No. 01/2022

Terms and Conditions for Engagement of Professionals on Fixed Term Contract basis

Criteria for Engagement

1. Engagement of Tenure based Personnel may be for the period required but shall not exceed a maximum of three years from the date of engagement subject to satisfactory performance and yearly review. The tenure will come to an end automatically on completion of three years from the date of joining, without any further notice. The employment can be terminated, at any time, during the period of tenure engagement, by giving one month's notice by either party or payment of Consolidated Remunerations of one month in lieu of the notice.
2. Applications received after due date will be rejected.
3. Rs 500/- (Rupees Five hundred only) which is non-refundable (exempted in the case of SC /ST/ PWBD/ Ex-servicemen) is to be paid as Application Fee.
4. The candidates who are short listed for interview will be advised to bring required original documents / testimonials, along with self attested copies, in support of Age, Qualification, and Experience etc. The certificates are to be verified by a designated Officer of HR before the candidate is permitted to attend the interview as under:-
 - (a) Documentary evidence of proof of Date of Birth i.e. SSC Board Certificate or Secondary School Leaving Certificate only.
 - (b) Documents / Certificates in proof of Educational and Technical Qualifications.
 - (c) Experience Certificates on the Company letter head, which has the details of the Company etc., if employed, the Relieving Certificate and Service Certificate from the present employer.
5. Candidates who have work experience in the Private Sector and produce experience certificates should submit the same in the letter head of the Company. The letter head of the company should have the details of the Company.
6. A monthly Consolidated Remuneration inclusive of Basic Pay and Dearness Allowance.
7. An annual increase of 3% per year during the tenure shall be admissible on the Consolidated Remuneration, subject to satisfactory performance.
8. Company quarters, if available, may be provided. However, House Rent for Quarters including Water, Electricity charges etc. will be deducted as per Rules. No HRA will be payable.
9. A lump sum amount of Rs.1000/- per month will be admissible to meet the Medical Expenses (both in-patient and outpatient), based on self-certification. This amount shall be paid on monthly basis along with the Consolidated Remuneration. You will not be entitled for any other Medical Benefits.

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10. Entitlement to 10 days Casual Leave in every calendar year and also to 2 days of Earned Leave (EL) with Pay, for every calendar month of service.
11. Entitlement to paid holidays of the Company as applicable to the regular employees of the Company.
12. The candidate will be required to abide by various Company Rules & Regulations (as applicable to Regular employees) which govern carrying out the assigned tasks and conduct, like Standing Orders, transferability to other Departments etc.
13. The candidate will be covered under applicable Rules with respect to Income Tax, Professional Tax, etc.
14. The candidate will not be entitled for any Allowances or Benefits including promotion etc. other than those contained in the Offer of Tenure engagement.
15. The candidate's performance will be assessed as per Rules of the Company. In case of non-performance or poor performance, the Contract of Engagement can be terminated without assigning any reason with one month notice.
16. The persons engaged on full time basis will not be allowed to take any other assignment during the period of contractual engagement.
17. TCL also reserves the right to cancel/amend the advertisement and/or the selection process there under. The number of positions filled may increase or decrease depending on the requirement of TCL.
18. Any corrigendum/clarifications of the advertisement, if necessary, shall only be uploaded on TCL website and no separate press coverage shall be done for this purpose.
19. The candidates must have an active E-mail ID & Mobile number which must remain valid for at least next one year. All future communications with the candidates will take place only through E-mail. Candidates have to ensure accuracy of their E-mail ID & Mobile number. No change in E-mail ID & Mobile number as declared in the application will be allowed. The Company shall not be responsible if the information/ intimations do not reach candidates in case of change in the mobile number, email address, connectivity/network issues, technical fault or otherwise, beyond the control of the Company. Candidates are advised to keep a close watch on the Company website for latest updates.
20. For any queries regarding this engagement, please send E-mail to info@troopcomfortslimited.co.in or contact on 0512-2451781-82 on all working days from 9.30 AM to 06.00 PM (Monday to Friday).

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