

CIN - U18109UP2021GOI150744

No.: TCLHQ/COR.HR/Security Officer/TENURE BASIS

Dated: 03.01.2026

ADVERTISEMENT NO. H/05 /2025

ENGAGEMENT OF PROFESSIONALS ON FIXED TERM TENURE 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 Rs. 10,000 Cr. and its paid up capital is Rs. 4933 Cr. TCL is a new Defence PSU with its headquarter at Kanpur (U.P). It has five (05) constituent units and has around 4494 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, Arrestor Barrier, Protective Gears & General stores etc for Defence Services and Civil Sector. It offers great work environment and challenging opportunities for the professional to prove their mettle. Applications are invited from experienced professionals for the following positions on fixed term tenure basis:

SL	Particulars	Details
1	Name of Post	Security Officer
2	No of Positions	01 (Fixed term tenure basis)
3	Place of Posting	Kanpur
4	Age	Not Below 30 years and above 58 years of age.
5	Qualification	Full time Bachelor Degree of minimum 3 years duration from a recognized University /Institute.
6	Experience	1. (a) The persons who have served at the rank of Major (and above) or equivalent in the Indian Armed Forces / CISF /Coast Guard or any other Paramilitary forces with minimum 03 years of experience at that rank. (OR) (b) Police personnel who have served at the rank of Dy. SP (Deputy Superintendent of Police) and above with minimum 6 years of experience at the level of Dy.SP &/or above. 2. Preference will be given to the candidates worked at higher post and more no. of years of experience. 3. Preference would be given to the candidates having experience of handling Law & Order situation, Fire fighting, Knowledge of Cyber Security & Operations and Procedure, Deployment of Personnel, Enquiry, Crowd Control, rescue operations, liaising & organizing

		events etc. in reputed Organization/Armed Forces.
7	Term & Condition	Detailed terms and conditions, Role & Responsibility for the post are attached as Annexure -A & B
8	Tenure	03 years subject to annual satisfactory performance on yearly review and need for continued engagement of professional by TCL.
9	Consolidated Emoluments	Consolidated Rs. 1,00,000/- (Rs. One Lakh) Per Month all inclusive with 5% annual increment based on annual performance as per TCL policy. A medical allowance of fixed amount @ Rs. 1000 per month. No other Perks & benefits are entitled except TA/DA for traveling out of station. Suitable accommodation may be provided on nominal payment basis subject to availability.

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 **23.01.2026**.
3. Last date for receipt of Application at TCL website **23.01.2026**.
4. Application fee (Non-refundable Rs.500/-) to be paid **through SBI e Pay only**. SC/ ST/PwD/ Ex-Servicemen 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 tenure 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.**


 General Manager/HR
 Troop Comforts Limited
 Corporate Hqrs., Kanpur

Annexure 'A' of Advt. No. H/05/2025

Terms and Conditions for Engagement of Professionals on Fixed Term Tenure 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 two month's notice by either party or payment of Consolidated Remunerations of notice period.
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 Qualifications and Experience.
5. **Remunerations:**

A monthly Consolidated Remuneration of Rs. 1,00,000/- all inclusive.
6. An annual increase of 5% (Based on the performance) per year during the tenure shall be admissible on the Consolidated Remuneration, subject to satisfactory performance.
7. 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.
8. 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.
9. 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.
10. Entitlement to paid holidays of the Company as applicable to the regular employee of the company.
11. 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, transfer-ability to other units of TCL.
12. The candidate will be covered under applicable Rules with respect to Income Tax, Professional Tax, etc.
12. The candidate will not be entitled for any Allowances or Benefits including promotion etc. other than those contained in the Offer of Tenure engagement.

13. 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 two month notice.
14. The engagement is for full time and the person will not be allowed to take any other assignment during the period of contractual engagement.
15. The persons engaged will be required to work on jobs as decided by the Company. Absence from duty other than on authorized Leave / Company Holidays will result in proportionate reduction in the Consolidated Remuneration and necessary action may be taken accordingly. The candidate may be called for duty on Company holidays in exigencies of service.
16. The Tenure Based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company.
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. Candidate will have to bring an original valid Photo ID (Aadhaar Card etc.) and other original documents for verification at the time of interview/ medical/ joining, if called for.
19. 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.
20. No TA/DA will be entitled to candidates called for the interview before the Selection committee.
21. 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.
22. 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).
23. **TCL's Decision Final:** The decision of Chairman & Managing Director, TCL in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, conduct of interviews, selection and engagement of selected candidates will be final and binding on the candidates and no query/ correspondence will be entertained in this regard.

Annexure 'B' of Advt. No. H/05/2025

1. ROLE OF SECURITY OFFICER :

The Security Officer as a member of TCL executive team will lead Security and Administration activities of the TCL Factory/Unit.

2. RESPONSIBILITY of SECURITY OFFICER WILL INCLUDE THE FOLLOWING:

1. Day to day functioning of Security and Admin Section.
2. Monitoring the duty of the deployed security personnel on contract, maintaining security, law & order in TCL Factory and estates etc.
3. Keeping strict surveillance to control criminal or other offences within the TCL areas.
4. Carrying out inquiries in case of pilferage/ miscreant activities in TCL areas.
5. Co-ordination with the local police and District authorities relating to various security issues, encroachment removal including handling strikes/agitation and calamity situation
6. Maintaining of applicable protocols and manage of VIPs, VVIPs visit at TCL.
7. Administration and Management responsibilities as per allotment of duties.
8. Marketing and Liaisoning with Armed forces, Central Ordnance Depots, Local administration and customer trial evaluation of TCL products etc.
9. Any other allied duty not explicitly covered herein above as may be assigned from time to time.
