



HMT Machine Tools Ltd
(A Govt. of India Undertaking)
HMT Bhavan, BellaryRoad, Bangalore- 560 032

Ref: MTL/MTMD/FTE/2020-21

Date: 17.06.2020

REQUIRES

PROFESSIONALS IN VARIOUS AREAS ON FIXED TERM EMPLOYMENT BASIS FOR SPECIFIC PROJECT

HMT Machine Tools Limited, a wholly owned subsidiary of HMT Limited (a Govt. of India undertaking) and a leading Machine Tools Manufacturers is looking for qualified and experienced professionals for various requirements purely on **Fixed Term Employment (FTE) basis for SPECIFIC PROJECT**, in order to complete various in-house/external assignments and projects. The tenure of the employment will come to an end automatically on completion of FOUR years of duration from the date of joining or on completion of the assignments /projects, whichever is earlier. The details of requirements are as below:

1. POST DETAILS:

A. POST	PROJECT DEPUTY ENGINEER (SALES & SERVICING)
No. of Post	12
Upper age limit	32 years(as on 01.06.2020)
Qualification	Engineering graduate in Mechanical/Electrical/Electrical & Electronics Engineering from a recognized institution/University. Candidates should have minimum 75% marks (aggregate marks of all semesters), relaxed to 65% (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 2 years of hands-on industrial experience from <u>Machine Tools industry</u> in Marketing, Engineering/Manufacturing, Maintenance & Servicing.2. Should have good knowledge of Machine Tool Products 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. 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. Provide service support to all customers for commissioning and rectifying various customer issues. 2. CNC Machine Tool Setting and Programming. 3. Fault diagnosing and rectification of various machines. 4. Liaise among different departments/Units for smooth and speedy completion of activities in time. 5. Collection of Sundry Debtors including advance payment from customer. 6. Impart training to customer representatives. 7. Update and keep all the service & customer documents/records. 8. Implement cost reduction initiatives while maintaining quality standards. 9. Submission of offers including tooling up projects, Generation of orders for machine tools and equipment. 10. Capable of working on project mode.
Grade /Scale of Pay	PS-III grade /8600-250-14600(1997 Pay Scale) CTC <u>approx.Rs.6.70 Lacs</u>
Place of Posting	Regional offices of Marketing Divisions of HMT Machine Tools Ltd located at New Delhi, Mumbai, Kolkata, Chennai & Bangalore and anywhere in India

B. POST	PROJECT ASST.ENGINEERS (SALES & SERVICING)
No. of Post	6
Upper age limit	40 years (as on 01.06.2020)
Qualification	Diploma in Mechanical/Electrical/Electrical & Electronics Engineering from a recognized institution. Candidates should have minimum 60% marks (aggregate marks of all semesters/year), relaxed to 50% (aggregate marks of all semesters/year) for SC/ST candidates
Post Qualification Experience	<ol style="list-style-type: none"> 1. Minimum 13 to 15 years of hands-on industrial experience in relevant areas of Servicing, Manufacturing & maintenance from <u>Machine Tool industry only</u>. 2. Should be conversant in technical aspects. 3. Candidate having relevant work experience in <u>Machine Tools only</u> need to apply and experience with HMT Machine Tools Ltd. will be given preference. 4. Teaching experience will not be considered.
Job Description	<ol style="list-style-type: none"> 1. Provide service support to all customers for commissioning and rectifying various customer issues. 2. CNC Machine Tool Setting and Programming. 3. Fault diagnosing and rectification of various machines. 4. Liaise among different departments for smooth and speedy completion of activities in time. 5. Arrange for collection of advance payment & follow up on balance payment against chargeable service. 6. Impart training to customer representatives. 7. Update and keep all the service & customer documents. 8. Implement cost reduction initiatives while maintaining quality standards.

Grade /Scale of Pay	PS-II grade /6550-200-11350(1997 Pay Scale) CTC <u>approx. Rs.5.20 Lacs</u>
Place of Posting	Regional Offices of Marketing Divisions of HMT Machine Tools Ltd located at New Delhi, Mumbai, Kolkata, Chennai & Bangalore and anywhere in India

C. POST	PROJECT DEPUTY ENGINEER (CORPORATE PLANNING)
No. of Post	1
Upper age limit	35 years (as on 01.06.2020)
Qualification	Engineering graduate in Mechanical/Electrical/Electrical & Electronics Engineering from a recognized institution/University. Candidates should have minimum 75% marks (aggregate marks of all semesters), relaxed to 65% (aggregate marks of all semesters) for SC/ST candidates Additional qualification of MBA/PGDBM is preferable.
Post Qualification Experience	1. Minimum 2 years of experience in Corporate Planning. 2. Candidate having relevant work experience with knowledge of preparation of Detailed Project Reports (DPR), proposal like Annual Operation Plan (AOP). 3. Candidates should be well versed with Engineering Analysis, Management Information Systems, etc., 4. Teaching experience and Apprenticeship will not be considered.
Job Description	1. To Prepare and provide MIS data to the Concerned Authorities and Government departments. 2. Review of MIS Data on weekly/monthly basis 3. Exploring new products / projects for induction in the units and vision on prospects, AOPs. 4. Project Evaluation& qualitative analysis 5. Project and Product management
Grade /Scale of Pay	PS-III grade /8600-250-14600(1997 Pay Scale) CTC <u>approx. Rs.6.70 Lacs</u>
Place of Posting	Directorate - Bangalore

D. POST	JR. OFFICER(ADMIN & HR)
No. of Post	1
Upper age limit	30 years (as on 01.06.2020)
Qualification	MBA / PGDBM of minimum 2 years duration with specialization in HR/ Personnel Management / Industrial Relations /Labour Welfare/ Labour Management/Labour Administration/ Labour Studies form AICTE/UGC recognized University with 75% (aggregate marks of all semesters/year), relaxed to 65% (aggregate marks of all semesters/year) for SC/ST candidates

Post Qualification Experience	<ol style="list-style-type: none"> 1. Candidates preferably with 2 years of work experience in the relevant areas of HR & Administration are preferred. 2. Candidates should have experience in administration activities like, preparing tender document and one should have good negotiation skills. 3. Proficiency in computer skills. 4. Along with the fluency in English, candidate must be able to talk, read & <u>write in Kannada</u>. 5. Teaching/call center/BPO experience and Apprenticeship will not be considered.
Job Description	<ol style="list-style-type: none"> 1. Coordinating with HR department for day- to-day's activities. 2. Handling Company transportation, CMS activities & vendors. 3. Coordinating for arranging meetings, interviews, refreshments, recreations, purchasing of stationeries etc. 4. Completion of the work assigned from time-to-time. 5. Maintaining the records of purchases, couriers, posts, telephone, printers, internet, transportation and other inward/outward invoices in coordination with Accounts department.
Grade /Scale of Pay	PS-II grade /6550-200-11350(1997 Pay Scale) CTC <u>approx. Rs.5.20 Lacs</u>
Place of posting	Directorate - Bangalore

2. 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 / contract employee has worked in HMT Machine Tools Ltd.

3. TENURE OF ENGAGEMENT:

The selected candidates will be engaged for a fixed tenure of a maximum of Four years from the date of engagement. The tenure will come to an end automatically on completion of the specified period from the date of joining, on completion of the assignments/projects, whichever is earlier without any further notice.

However, the employment can be terminated without assigning any reason, at any time during the period of tenure engaged, 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.

4. REMUNERATION:

- a) The candidate engaged 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, for the fixed period of service.

- 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, for the fixed period of service.
- e) Candidates will be eligible for Group Insurance, for the fixed period of service.

5. 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 after the tenure of his/her service.
- 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, as applicable for the permanent non ESI members.
- 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.

6. SURETY

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

7. MEDICAL EXAMINATION

Candidates provisionally selected will have to undergo a Pre-Employment Medical Examination at HMT 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 colour blindness will not be considered, hence need not apply).

8. APPLICATION & PROCESSING FEE

A non-refundable account payee Demand Draft for Rs.750/- for General, EWS & OBC (which includes Rs. 500/- as Application Fee and Rs. 250/- as Processing fee) drawn in favour of HMT Machine Tools Ltd, Bangalore by any Scheduled Bank payable at Bangalore, 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.

9. GENERAL CONDITIONS:

1. The above requirements are purely temporary in nature and offered on fixed tenure basis for a period of Four (4) Years. This post is not against any permanent vacancy. This placement will not entitle the candidate for any regular / permanent employment in HMT Machine Tools Ltd. in future.
2. The listed requirement / no. of vacancies are indicative and subject to change as per the requirement of the Organisation and can be increased / decreased.
3. Only Indian Nationals need apply.
4. The Candidates from other PSUs 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. Organisations 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, no TA shall be payable.
6. Candidates fulfilling the above job specification as on 01.06.2020 only need apply.
7. The minimum qualification marks shall be 75% in aggregate from a recognized University/Institute. In case of SC/ST/PwD category, the minimum qualification marks shall be 65% in aggregate from a recognized University/Institute. Management reserves the right to set an upper level and lower level of cut off marks for short-listing the candidates.
8. Wherever CGPA/OGPA or letter grade in a qualifying degree is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by University/Institute and also to attach a supporting document to this effect from University/Institute. In case if the authentic certificate/document issued by the University/Institution for CGPA to percentage conversion is not enclosed with the application, then such applications will be summarily rejected.
9. Mere conformity to the job requirements/ qualification will not entitle a candidate to be called for interview. Management reserves 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.
10. The suitability for the posts, shortlisted candidate applied for, will be made through Personal Interview. Selection will be made strictly on the basis of merit, experience & performance in the interview.
11. Management reserves the right to relax experience, qualification and age as also to consider related qualification & experience in case of deserving/exceptional candidates.
12. Placement of the selected candidates will be as per the operational requirement and at the sole discretion of the Management.
13. Appointment of selected candidates is subject to verification of Character & Antecedents and Caste, as the case may be, from the concerned authorities as per the rules of the Company.

14. Reservations and Age relaxation for different categories, viz., SC/ST/OBC (non-creamy layer) /PWD/Ex-Servicemen/Minority/EWS etc., are as per the extant Govt. of India Directives.
15. 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.
16. 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). OBC candidates who do not belong to Non-Creamy Layer should submit their application under General category only.
17. Candidates belonging to PWD/Ex-Servicemen are required to furnish attested copies of certificates in support of their claim.
18. 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).
19. 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 and no TA shall be payable.
No undertaking for production of documents in respect of eligibility criteria with regard to age, qualification & experience on a later date will be allowed.
20. Only short listed eligible candidates will be called for interview. Candidates attending interview would be reimbursed Travelling Allowance (TA), i.e. II Class Train fare by the shortest route, subject to production of proof of travel (Original onward journey ticket and photo copy of return journey ticket), failing which TA will not be paid. In case the candidate travel by other modes of transport, he /she will be reimbursed the fare limited to the shortest route by train or actual expenses, whichever is less, on production of proof. In case of failure to produce the original testimonials/certificates as mentioned in the application for verification while attending the interview, the candidate will not be allowed to appear for interview and no TA shall be payable, subject to clause no. 5 & 19, as referred above.
21. Incomplete application(s) not in the prescribed format will be rejected and no correspondence in this regard will be entertained.

22. 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.
23. 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.
24. The company shall not be liable for any damage/injury/loss to the individual, if any, sustained during the entire selection process and journey.
25. The selected candidate shall have to indicate his/her acceptance of the offer within one week from the 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.
26. 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.
27. 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/incomplete will be entertained.
28. Management will not be responsible for delayed receipt/non-receipt of applications.
29. The list of short listed candidates is valid for one year only from the date of interview. The appointment/offer letter for placement of candidates will be issued as and when the vacancy arises.
30. 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 website www.hmtindia.com/www.hmtmachinetools.com.
31. 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.
32. Management also reserves the right to absorb the selected candidates based on experience & qualification as per requirement of the Company, at its sole discretion. 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
33. Intimation/correspondence regarding interview etc., will be sent through e-mail & Speed Post.
34. The decision of Management regarding selection will be final.
35. Court of jurisdiction for any dispute till the final selection will be at Bangalore, Karnataka.

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 08.07.2020.**

Dy. General Manager (CP&HR)
HMT Machine Tools Limited,
59, HMT Bhavan, Bellary Road,
Bangalore -560 032

- b) Candidate applying for two posts shall submit separate application forms clearly mentioning the post applied for along with separate DDs.
- c) 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.
- d) In addition to the above, candidates are also required to send their details in an excel sheet in the following format, to be mailed to recruitment@hmtmachinetools.com. The subject of the e-mail should be-'Application for the post of _____', and the same should reach us **on or before 08.07.2020**

Personal Information				Qualification		Work Experience					E-mail	Mobile No.	
Name	DoB	Age as on 01.06.2020	Category	Qualification & year of passing	% of marks obtained	Name of the Organisation	Designation	From DD/MM/YYYY	To DD/MM/YYYY	Total years of experience			Salary Drawn

- e) 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 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 delivery failure.
- f) 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.

STATEMENT OF DOCUMENTS ENCLOSED WITH THE APPLICATION

	Documents Enclosed	Status (tick the relevant column)		
		Yes	No	NA
1.	Proof of Date of Birth (only SSLC/SSC/10th Standard Board Marks Card will be admitted as proof of age).			
2.	Proof of Caste - SC/ST in the prescribed format for appointment to posts under Govt. of India to be produced			
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 EWSs 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/10th 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	CGPA to % conversion certificate/document from University/Institute			
8.7	PG Degree/Dip. Marks Card (Semester-wise/Year-wise).			
8.8	PG Degree/Diploma Certificate.			
8.9	CGPA to % conversion certificate/document from University/Institute			
8.10	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 to bring one set of photo copies of all marks cards along with original for verification at the time of interview.



HMT Machine Tools Ltd
(A Govt. of India Undertaking)
HMT Bhavan, Bellary Road, Bangalore- 560 032

Affix Passport
size photo

(PLEASE FILL ALL THE BOXES IN BLOCK LETTERS ONLY)

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-mail Ids	1							
		2							
4	Date of Birth(as per Matric./ SSLC/ SSC certificate)	DD	MM	YYYY	Age (as on date of application)	YY	MM		
5	Caste/Category	SC	ST	OBC	GEN	PH	MINORITY	EWS	(Tick appropriate column)
6	Qualification (self-attested Xerox copies of all marks sheets & degree certificates are to be enclosed)								
	Exam passed	Year of passing	Full/ part time	Course Duration	University/ Institution	Aggt. % Marks *	Specialisation		
6.1									
6.2									
6.3									
6.4									
6.5									
6.6									

*CGPA to percentage conversion certificate/document issued by University/Institution to be enclosed.

Post-qualification Experience: (self-attested Xerox copies of experience certificates are to be enclosed). For experience details, separate sheet may be attached as Annexure)								
7	Organisation name, Address & e-mail	Designation	Nature of duties	Period (commencing from latest/ present)			Company's Turnover	Basic Pay & pay Scale
				From	To	Duration		
				DD/MM/YY	DD/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 id		
8.1								
8.2								
Details of relatives working in HMT Ltd. or its Subsidiary Cos.								
9								
10	Demand Draft details	DD No & Date		Amount (Rs.)		Bank Details (Branch & Location)		
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 are true to the best of my knowledge information & belief. If, at a later date, the information furnished above are 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)								