

No.: TCLHQ/COR.HR/IT MANAGER /TENURE BASIS

Dated:16.03.2024

ADVERTISEMENT NO. 02/2024
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. 5000 Cr. and its paid up capital is Rs. 4860 Cr. TCL is a new Defence PSU with its headquarter at Kanpur (U.P). It has five (05) constituent units and has around 5100 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, 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 NO.	Particulars	Details
1	Name of Post	IT Manager
2	No of Positions	04 (Fixed term tenure basis)
3	Place of Posting	1-Kanpur 2-Shahjahanpur 3-Hazratpur (Firozabad) 4-Avadi (Chennai) Note: Candidate can apply for any one of the place only. Candidate may indicate his place of posting.
4	Age	Not below 22 years and above 35 years of age.
5	Qualification	BE/B.Tech in Computer Science & Engineering or Computer Science or Computer Technology or Information Technology or Computer Science & Information Technology or Computer Applications, or MCA or B.Sc (Computer Science -04 Year degree course). Relevant Degree from an AICTE/UGC recognized institute or equivalent qualifications as per Govt. of India rules with minimum 60% marks or equivalent CGPA.
6	Experience	Min. of 02 years in IT company/Institute/Lab with experience of Software Development. Preference will be given to candidate having experience in PHP & INFORMIX.
7	Term & Condition	Detailed terms and conditions, Role & Responsibility for the post are attached as Annexure -A and Annexure-B.
8	Tenure	01 year extendable up to 03 years: (Subject to satisfactory performance and need for continued engagement of professional by TCL)
9	Consolidated Emoluments	Consolidated Rs. 60,000/- (Sixty Thousand only) Per Month all inclusive, and revised annually based on 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 travelling 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 05 / 04/2024.
3. Last date for receipt of Application at TCL website 05 /04/2024.
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.
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

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

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 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 Qualifications and Experience.
5. **Remunerations:** A monthly Consolidated Remuneration of Rs. 60,000/- (Sixty Thousand only) all inclusive.
6. An annual increase of 3% 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. 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.
11. 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 one month notice.
14. The persons engaged on full time basis 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. The Interview/ Selection process will be carried out by the respective factory for which candidate has applied.
23. 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).
24. **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. 02/2024

1. ROLE OF IT MANAGER:

- (a) Time to time modifications of Costing, Inventory, Asset Register, Vender Rating & NQDBMS Packages (already developed in PHP) as per requirement of factory.
- (b) Any new development required by factory with using INFORMIX database.

Manufacture of post on Fixed Term Tenure Basis	No. of post	Consolidated Remuneration
IT Manager	01	Consolidated Rs. 40000.00 (Four Thousand only) per Month, all inclusive, and revised annually based on performance & per T.L. policy/terms. A medical allowance of fixed amount @ Rs. 1000 per month. No other Perks & benefits are entitled except TA/DA for travelling out of station. Suitable accommodation may be provided on nominal payment basis subject to availability.


General Manager
Troop Conifers Limited
Corporate Hqrs., Raipur