



HMT Machine Tools Ltd
(A Govt. of India Undertaking)
Narsapur Road, Hyderabad-500 054

Ref: MTL/MTH/FTE/2019-20

Date: 07.01.2020

REQUIRES

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

HMT Machine Tools Limited, Hyderabad, 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 various requirements purely on **fixed term employment basis (FTE) ON SPECIFIC PROJECT**, in order to complete various in-house / external assignments and projects. The tenure will 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:

1. POST DETAILS:

A. POST	PROJECT DEPUTY ENGINEER (ASSEMBLY)
No. of Post	2 (Mechanical- 1 & Electronics -1)
Upper age limit (as on 01.12.2019)	Project Deputy Engineer : 35 years
Qualification	Graduate in Mechanical/Electronics from AICTE approved college / University
Post Qualification Experience	Minimum 2 years of hands-on industrial experience in relevant areas in Industrial products / machine tools / engineering industry. Candidate having relevant work experience with HMT Machine Tools Ltd. will be given preference. Teaching experience and Apprenticeship will not be considered.
Job Description	<ul style="list-style-type: none">❖ Plan and coordinate machine building/Assembly activities and adjust schedules as needed on daily basis.❖ Liaise among different departments for smooth and speedy completion of activities in time.❖ Develop process improvements to effectively utilize available resources to maximize production.❖ Evaluate production activities and make recommendations for improvements.❖ Implement cost reduction initiatives while maintaining quality standards.❖ Develop best practices to improve production capacity, quality and reliability.❖ Take care of Erection, commissioning and servicing activities.
Grade /Scale of Pay	PS-III grade /8600-250-14600

B. POST	PROJECT DEPUTY ENGINEER (MANUFACTURING)
No. of Post	1
Upper age limit (as on 01.12.2019)	Project Deputy Engineer : 35 years
Qualification	Graduate in Mechanical Engineering from AICTE approved college / University.
Post Qualification Experience	Minimum 2 years of hands-on industrial experience in relevant areas in Industrial products / machine tools / engineering industry. Candidate having relevant work experience with HMT Machine Tools Ltd. will be given preference. Teaching experience and Apprenticeship will not be considered.
Job Description	<ul style="list-style-type: none"> ❖ Plan and coordinate manufacturing processes and adjust schedules as needed on daily basis. ❖ Liaise among different departments for smooth and speedy completion of activities in time. ❖ Develop process improvements to effectively utilize available resources to maximize production. ❖ Evaluate production activities and make recommendations for improvements. ❖ Implement cost reduction initiatives while maintaining quality standards. ❖ Develop best practices to improve production capacity, quality and reliability. ❖ Responsible for smooth running of the plant machinery to facilitate maximum plant utilization.
Grade / Scale of Pay	PS-III grade /8600-250-14600

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 tenure from the date of joining, 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.

4. 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.

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.
- 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.

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 paid back 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 returned back.

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., Hyderabad by any Scheduled Bank payable at Hyderabad 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 Demand Draft.

9. 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 Ltd., 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 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.
6. Candidates fulfilling the above job specification as on date of advertisement only need apply.
7. The aggregate percentage of marks scored by the candidates in the qualifying examination subject to minimum marks, as the case may be in the 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/ 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.
9. The suitability for the posts, shortlisted candidate applied for, will be made through Personal Interview. Selection will be made strictly on the basis of qualifying marks, post qualification experience & 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 candidates will be as per the operational requirement and at the sole discretion of the Management.
12. Appointment of selected candidates is subject to verification of Caste and Character and Antecedents, as the case may be, from the concerned authorities as per the rules of the Company.
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.
14. 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.
15. Candidates belonging to PWD/Ex-Servicemen are required to furnish attested copies of certificates in support of their claim.
16. 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).
17. 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

18. 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 regard to age, qualification & experience on a later date will be allowed.
19. 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.
20. Incomplete application or applications not in the prescribed format will be rejected and no correspondence in this regard will be entertained.
21. 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.
22. 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.
23. The company shall not be liable for any damage / injury / loss to the individual, if any, sustained during the entire selection process and journey.
24. 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.
25. 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.
26. 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.

27. Management will not be responsible for delayed receipt/non-receipt of applications.
28. The list of short listed candidates is valid for six months only from the date of interview. The appointment / offer letter for placement of candidates will be issued as and when the vacancy arises.
29. 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 website www.hmtindia.com / www.hmtmachinetools.com
30. 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.
31. Intimation/correspondence regarding interview etc., will be sent through e-mail & Speed Post.
32. The decision of Management regarding selection will be final.
33. Court of jurisdiction for any dispute will be at Hyderabad, Telangana.

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 25.01.2020**

CMO & Addl. Charge - HR
HMT Machine Tools Limited,
Narsapur Road, Hyderabad-500 054

- 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) 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.
- e) Candidates are required to have a valid e- mail id and Mobile No. which has to be mandatorily entered 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. They are further requested to check their e-mails regularly for any communication from HMT Machine Tools Ltd. in this regard. Company will not be responsible for bounce email

In addition to the above, candidates are also required to send their details in an excel sheet ONLY in the following format to “mthhrl@hmtmachinetools.com” The subject of the e-mail should be – ‘Application for the post of _____’,
on or before 25.01.2020

Name	DoB	Age as on2019	Category	Qualification	Marks obtained	WORK EXPERIENCE					E-mail	Mobile No.
						Name Of the Organisa tion	From	To	Total Experienc e	Salary Drawn		

Sd/-
CMO & Addl. Charge-HR