

ट्रूप कम्फर्ट्स लिमिटेड
भारत सरकार का उपक्रम
रक्षा मंत्रालय



TROOP COMFORTS LIMITED

A GOVT OF INDIA ENTERPRISE
MINISTRY OF DEFENCE

CIN - U18109UP2021GOI150744

No.: TCLHQ/COR.HR/TENURE BASIS

Dated: 08.06.2024

ADVERTISEMENT NO. 03/2024
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	Sr. Manager Security & Administration
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 only one of the unit of his choice.
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 DySP &/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, liaisoning & 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	01 year, extendable to 03 years subject to annual satisfactory performance and need for continued engagement of professional by TCL.

9	Consolidated Emoluments	Consolidated Rs. 100000/- (One Lakh) 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.
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SL NO.	Particulars	Details
1	Name of Post	Operation and Productivity Manager
2	No of Positions	02 (Fixed term tenure basis)
3	Place of Posting	Ordnance Clothing Factory Shahjahanpur- 01, Ordnance Equipment Factory Kanpur- 01
4	Age	Not Below 24 years and above 45 years of age.
5	Qualification	Qualification B.Tech/B.F.Tech//B.Designing/B.E./equivalent or PG in apparel production /Apparel production management/Design from recognized institute / university is essential
6	Experience	Minimum 3 years experience of garment industry. Work experience of Projects/Assignments under taken at manufacturing units in time study for production operation using PMTS or similar software standardization and optimization/productivity improvement/layout & Line balancing is desirable. Knowledge of Designing of work stations in an assembly and showing the flow of work from start to end is desirable. Knowledge about industrial Engineering to prepare line layout for production line involved in different types of sewing machines, non-sewing equipment and work stations for manual processes is desirable.
7	Term & Condition	Detailed terms & conditions, Roles & Responsibilities for the post are attached as Annexure – A & C (For both OCFS & OEFC as applicable)
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. 80,000/- (Eighty 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.

SL NO.	Particulars	Details
1.	Name of Post	Civil Engineer
2.	No of Positions	01 (Fixed Term tenure basis)
3.	Place of Posting	Ordnance Equipment Factory Kanpur
4.	Age	Not Below 24 years and above 45 years of age.
5.	Qualification	Qualification Bachelor Degree in Civil Engineering from recognized College/Institute of India.
6.	Experience	Candidates must have minimum 03 years of experience in execution/supervision of civil works carried out for Central Govt./State/Govt./MES/CPWD/Railways/State/PWD/DPSU/PSU/Corporate clients.
7	Term & Condition	Detailed terms and conditions, Roles & Responsibilities for the post are attached as Annexure -A & D

8.	Tenure	01 year extendable to 03 year: (Subject to satisfactory performance and need for continued engagement of professional by TCL)
9.	Consolidated Emoluments	Consolidated Rs. 50000.00 (fifty thousand) Per Month and revised annually based on performance as per TCL policy/norms. All inclusive of medical allowance of fixed amount @ Rs. 1000 per month. No other Perks & benefits are entitled except TA/DA for travelling out of station. Accommodation may be provided on payment basis subject to availability.

SL NO.	Particulars	Details
1.	Name of Post	Footwear Technologist
2.	No of Positions	01 (Fixed Term tenure basis)
3.	Place of Posting	Ordnance Equipment Factory Kanpur
4.	Age	Not Below 24 years and above 45 years of age.
5.	Qualification	B. Des in Footwear Design / M.Des in Footwear Design or equivalent from recognized University/Institute(with a min. of 55% marks)
6.	Experience	<ol style="list-style-type: none"> 1. 3 years relevant working experience with footwear industry preferably as designer for B.Des candidate. 2. Knowledge in latest designing software such as Fusion 360, Adobe, Auto CAD, Rhino, ICAD & CAD etc., simulation and modeling, soft design (2D, 3D, Line drawing). 3. CAD/CAM (Footwear Design). 4. Knowledge of relevant industry standards, footwear/leather market, quality, test methods (viz. SATRA/DIN/ISO/BIS/ASTM/AATCC/ EN) and testing protocols. 5. Experience of various types of testing equipments/laboratory instruments and a strong understanding of analytical method. 6. Good communication skill both verbal & writing skills. 7. Knowledge of MS word, excel and power point.
7	Term & Condition	Detailed terms and conditions, Roles & Responsibilities for the post are attached as Annexure -A & E
8.	Tenure	01 year extendable to 03 year: (Subject to satisfactory performance and need for continued engagement of professional by TCL)
9.	Consolidated Emoluments	Consolidated Rs. 50000.00 (fifty thousand) Per Month, and revised annually based on performance as per TCL policy/norms. All inclusive of medical allowance of fixed amount @ Rs. 1000 per month. No other Perks & benefits are entitled except TA/DA for travelling out of station. Accommodation may be provided on 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 28 / 06/2024.
3. Last date for receipt of Application at TCL website 28/06/2024.
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/ PWB/ 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:**

i.	Sr. Manager Security & Administration	- Rs 100000/-all inclusive (Monthly)
ii.	Operation & Productivity Manager	- Rs 80000/- all inclusive. (Monthly)
iii.	Civil Engineer	- Rs 50000/- all inclusive. (Monthly)
iv.	Footwear Technologist	- Rs 50000/- all inclusive. (Monthly)
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. 03/2024

1. ROLE OF Sr. MANAGER SECURITY & ADMINISTRATION :

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

2. Sr. MANAGER SECURITY & ADMINISTRATION RESPONSIBILITY 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 enquiries 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, CODs and customer trial evaluation of TCL products etc.

Annexure 'C' of Advt. No. 03/2024

ROLES AND RESPONSIBILITIES OF OPERATION AND PRODUCTIVITY MANAGER:

1. Developing and implementing productivity improvement initiative and strategies and analyzing production data to identify areas for improvement and inefficiencies particularly migration from conventional make through system to assembly line.
 - (a) Product improvement and optimal utilization of materials and manpower for productivity improvement.
 - (b) Support in framing of technical specification of modern machines & software used in garment industries liaisoning with NIFT and other industries to adopt best practices in the TCL group of factories.
 - (c) Suggestions for folders & attachments and modernization & automation of shop floors of the factory.
 2. Support in new product development for defence and commercial markets including E-Commerce platforms.
 3. Identifying critical operations in the process for quality improvement and reduction in rejection.
 4. Should be able to use PMTS data for productivity improvement, line balancing and impart training to employees for the same.
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Annexure 'D' of Advt. No. 03/2024

ROLES AND RESPONSIBILITIES OF CIVIL ENGINEER:

1. To assess current and future requirement of civil works in consultation with factory officials.
2. To prepare estimate as per prevailing rule and regulation of MES/CPWD/DSR/Standard Rate/Other relevant rules as per requirement.
3. To monitor case till the final order placement.
4. To prepare requisition for all civil works (MS Excel) timely with proper coordination SIC/EIC of respective order, user sections for timely issue of work order.
5. To ensure Execution of civil works.
6. To prepare work progress sheet of all running civil contracts.
7. To check performance of all firms and monitor PDC of all civil work orders.
8. To prepare CLOSE LOOP FEEDBACK SYSTEM for addressing complaints in better ways.
9. Any other work assigned by Competent Authority.

Annexure 'E' of Advt. No. 03/2024

ROLES AND RESPONSIBILITIES OF FOOTWEAR TECHNOLOGIST:

1. To study available infrastructure of Boot Plant and suggest modern manufacturing techniques, latest P&M for boot production.
2. To study market feasibility for other variant of Boot & establish line of production for the same for sustenance.
3. To suggest for implementation of cost reduction measures to be competitive.
4. To develop and design other variety of Boot/shoes/safety shoes for product diversification.
5. To establish testing facilities for production footwear as per relevant standards including functional parameter of finished boots.
6. To prepare DRP for specialized footwear viz boot multipurpose, ski boot, snow boot and boot antimines.
8. Any other work assigned by Competent Authority.

Sl. No.	Particulars	Details
1.	Name of Post	Sr. Manager Design & Administration
2.	No. of Positions	01 (Fixed seat reserve basis)
3.	Area of Posting	1. Lucknow 2. Bhubaneswar 3. Patna (Delimitation) 4. Any of them Note: Candidates can apply for only one of the posts of the above.
4.	Age	Not below 20 years and above 35 years of age.
5.	Qualification	Graduate with Bachelor Degree or equivalent 3 years duration from a recognized University/Institute.
6.	Experience	(a) The post is reserved for persons who have worked in the rank of Major (and above) or equivalent in the Indian Armed Forces (Army/Air Force/Naval) or any other Paramilitary Force with minimum 10 years of experience in the rank. (b) Those personnel who have served in the rank of Major (and above) or equivalent in the Indian Armed Forces (Army/Air Force/Naval) or any other Paramilitary Force with minimum 10 years of experience in the rank of Major (and above). (c) Preference will be given to those candidates who have worked in higher post and have 10 years of experience. (d) Preference will be given to the candidates having experience of working in the rank of Major (and above) in the Indian Armed Forces (Army/Air Force/Naval) or any other Paramilitary Force with minimum 10 years of experience in the rank of Major (and above). (e) Preference will be given to those candidates who have worked in higher post and have 10 years of experience. (f) Preference will be given to those candidates who have worked in higher post and have 10 years of experience.
7.	Term & Condition	Definite Post, and conditions, rules & provisions apply to the post are detailed in Annexure A & B.
8.	Salary	1 year salary scale as per Government of India pay band of Rs. 37,000/- to Rs. 67,000/- (Rs. 44,000/- to Rs. 67,000/-) per month plus Dearness Allowance.