

NATIONAL FERTILIZERS LIMITED
(A Govt. of India Undertaking)
A-11, Sector-24, NOIDA-201 301,
Distt.: Gautam Budh Nagar(UP)
Phone :0120-3092201 Fax :0120-2412397

NFL, a MINI RATNA and premier Fertilizer Company engaged in manufacturing and marketing of fertilizers and other agricultural inputs, is looking for dynamic & result oriented candidates for manning the following position:

MANAGEMENT TRAINEES in disciplines of

Human Resource, Marketing & Lab

QUALIFICATION:

S.No.	Discipline	Qualification
1.	Human Resource	Graduation with MBA/PGDBM (Personnel Management/ HR/ HRD) (2yr full time course recognized as equivalent to MBA by UGC/AICTE)
2.	Marketing	MBA/ PGDBM (MKTG/AGRI MKTG) (2yr full time course recognized as equivalent to MBA by UGC/AICTE) With B.Sc.(AGRI) / M. Sc(AGRI)
3.	Lab	M. Sc. (Chemistry)

For above disciplines degree from a recognized University / Institute in respective field with 60% marks in the qualifying examination (average of all subjects of all years), irrespective of the weight-age given to any particular semester/year by the Institute/University. A candidate with the prescribed degree for the discipline, can only apply for the post of MTs in the respective disciplines.

AGE LIMIT:

Upper Age limit is 29 years as on 01.12.2015 i.e. candidates born before 01.12.86 need not apply. Relaxation in Upper Age limit will be provided as per Govt. Rules.

SELECTION PROCESS:

Eligible candidates will be required to appear in an Online Written Test, information for which will be provided in the Admit card. Candidates shortlisted on the basis of their performance in the Written Test will be short listed for Personal Interview. Suitability of a candidate shall be adjudged on the following criteria:

Weightage of marks obtained in Written Examination i.e.	-	80% (rounded of to 02 decimal places)
Weightage in Interview	-	20%

VACANCIES:

Discipline	No. of Posts*					Post Identified as suitable to be by PWD's in following categories
	Total	UR	SC	ST	OBC	
HR	8	05		01	02	LV, HH, OH(OL,BL,OA,OAL,)
Marketing	12	06	01		05	LV, HH, OH (OA, OL)
Lab	5	04			01	OH (OA, OL)

*Note: - Vacancies may vary at the time of final selection as per requirement.

Abbreviations Used

PWD: Persons with Disability

HH: Hearing Impaired

OH: Orthopedically Impaired

OA: One Arm

OL: One Leg

BL: Both Legs

OAL: One Arm and One Leg

LV : Low Vision

01 vacancy of Management Trainee is reserved for PWD candidates in the above 25 vacancies.

PWD candidates of relevant category applying against a vacancy specifically reserved for them shall be eligible for the benefit of reservation/ concessions, if they are suffering from not less than 40 % of the relevant disability

WRITTEN TEST :

Eligible candidates will be required to appear for objective type written test at any one of the centres at **Ahmedabad, Bengaluru, Baroda, Bhopal, Bhubaneswar, Chandigarh, Chennai, Delhi & NCR, Guwahati, Hyderabad, Jaipur, Kolkatta, Lucknow, Mumbai, Nagpur, Patna, Raipur, and Ranchi**. No request for change of examination centre will be entertained after final submission of application form.

However, NFL reserves the right to cancel or add any centre depending on the response in that area/centre. The written test for the above mentioned posts will be held on the same day. The written test will be in two parts, Discipline related part & Aptitude part. Medium of Test will be in Hindi and English. Duration of test will be 2 hours. The total number of questions will be 150 out of which 100 questions from mix of course curriculum of qualifying degree of relevant discipline and 50 questions (common for all disciplines) from General English, Quantitative aptitude, Reasoning & General Awareness.

INTERVIEW:

From among those who qualify in the written test, candidates will be shortlisted for Interview for which call letters will be uploaded on NFL website and candidates will be intimated for the

same through SMSs & emails. No other communication will be sent to the candidates for this purpose.

National Fertilizers Ltd. offers one of the best pay packages in the Fertilizer industry. Selected candidates will be placed in the pay scale of Rs. 16400-3%-40500 at the basic pay of Rs. 16400/- during one-year training. On successful completion of training period these candidates will be considered for regularization as Officers in the pay scale of Rs. 16400-3%-40500 at a basic pay of Rs. 16900/-. Besides basic pay candidates will also be paid.

Dearness Allowance, House Rent Allowance / Company Accommodation and will also be entitled for other perquisites & allowances / benefits such as leave, medical treatment, Provident Fund, Gratuity, Pension etc. as per company rules in force from time to time during training / after regularisation.

PLACEMENT:

The selected candidates shall undergo one year training at our various units. Candidates can be posted at any of the Units/Offices of NFL all over India.

RESERVATIONS AND RELAXATIONS:

1. Reservations and relaxations for SC / ST / OBC will be provided as per Government guidelines. Category {SC / ST /OBC/ PWD (persons with disability)} once filled in the online application form will not be changed and no benefit of other category will be admissible later on. The reserved category candidates are required to produce original certificate in the prescribed format of Government of India, issued by the competent authority, at the time of interview, if called for.
2. **No registration fee will be charged from SC/ST/PWD and Departmental Candidates during online registration in NFL.**
3. SC, ST and Departmental candidates with at least 50% marks in qualifying examination are eligible to apply.
4. The upper age limit is relaxed by 5 years for SC/ST, 3 years for OBC (Non-Creamy Layer) candidates. It is relaxed by 10 years for PWD-General, 13 years for PWD-OBC and 15 years for PWD-SC/ST candidates.
5. Upper age is relaxed by 5 years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir from 01.01.80 to 31.12.89.
6. Age Relaxation by 05 years for Ex-servicemen & Commissioned Officers (including ECO's/ SSCO's) subject to rendering minimum 05 years military service and fulfillment of other conditions prescribed by Govt. of India.
7. For Departmental candidates upper age limit will be 40 yrs for UR, 45 yrs for SC/ST and 43 yrs for OBC candidates.
8. The OBC candidates who belong to "Creamy Layer" are not entitled for concession admissible to OBC category and such candidates have to indicate their category as General. The OBC (Non-Creamy Layer) candidates are required to submit requisite certificate in prescribed format of Government of India, from a competent authority issued in the current year. Further, OBC (NCL) candidates will have to give a self-

undertaking indicating that they belong to OBC (Non creamy Layer) category also at the time of Interview, if called for.

SERVICE AGREEMENT BOND:

The selected candidates will be required to execute a service agreement bond of Rs. 80,000/- (Rs. 20,000/- for candidates belonging to SC, ST categories and PWDs) to serve the company for at least 3 years after successful completion of the training.

HEALTH:

The candidate should have sound health. Before joining, candidates will have to undergo medical examination. No relaxation in health standards is allowed.

HOW TO APPLY:

Eligible and interested candidates would be required to apply online only through careers page on NFL's website: www.nationalfertilizers.com. No other means/mode of application will be accepted. Before applying the candidates should ensure that they fulfil all the eligibility norms. Their registration will be provisional as their eligibility will be verified only at the time of Interview. Mere issue of Admit card/Interview call letter will not imply acceptance of candidature. Candidature of a registered candidate is liable to be rejected at any stage of recruitment process or even on joining, if any information provided by the candidate is found to be false or not in conformity with the eligibility criteria at any stage.

Before registering their applications on the website, the candidates should possess the following:

- a) Valid e-mail ID, which should remain valid for atleast one year.
- b) Candidates should have latest passport size photograph (jpg or jpeg file only upto 50 Kb) as well as photograph of signatures in digital format (jpg or jpeg file only upto 20 kb) for uploading with the application form.
- c) Provision to pay examination fee of Rs.500/- for General and OBC Candidates. Candidates can opt to pay through internet banking account or credit/ debit card

The registration process involves following three Steps:

Step 1 : Filling up of Application Go to NFL careers page at www.nationalfertilizers.com or

- Read the Advertisement carefully to be sure about your eligibility
- Click on the link Apply
- Fill up all the required fields
- Ensure the information provided is correct and then submit.

Step 2: Making Payment

- Click on Make payment which will take you to Payment Gateway, which has been authorized to collect the application fee /processing charges on behalf of NFL.

Step 3 : Final Registration & Printing of Provisional Registration Slip

- Once the payment is made, Candidates should retain a photocopy of their e-receipt and Registration Slip as they can be asked to produce them for reference, at any stage of selection process.
- After applying online, candidate is required to download the system generated Provisional Registration Slip with unique registration number and other essential details.
- Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the application/processing fee and to fill in the payment details carefully.
- Failed Transaction amount will be automatically refunded to same A/c from which payment was originally made, within ten working days.
- **IMPORTANT:** All correspondence with candidates shall be done through e-mail only. All information regarding examination schedule/admit card/ interview call letters etc. shall be provided through email/uploading on NFL website.
- Responsibility of receiving, downloading and printing of admit card/interview call letter/ any other information shall be of the candidate.
- NFL will not be responsible for any loss of email sent, due to invalid/wrong email ID provided by the candidate or for delay/non receipt of information if a candidate fails to access his/her mail/website in time.
- Candidates are not required to send any document to NFL.
- The candidates will be allowed to appear in the Written Test only if they possess the valid Photo Admit Card which will be available for downloading from the NFL website as per schedule indicated below.

GENERAL INSTRUCTIONS :

- Candidates possessing full time degree course from Institutes approved/recognized by UGC/AICTE will only be eligible to apply. Only departmental candidates having degree/diploma through correspondence/part time course from approved/recognized institutes will be eligible to apply. The term departmental candidates means those candidates who are currently working with NFL as permanent employees and not wards of NFL employees.
- While applying the candidates should enter their full name as it appears in the matriculation/secondary certificate.
- Wherever CGPA/OGPA or letter grade in a degree is awarded; equivalent percentage of marks should be indicated in the online application form as per norms adopted by the University/Institute.
- Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 point scale.
- The candidate will have to produce a copy of these conversion norms/no norms with respect to his/her University/Institute at the time of Interview.
- If the PG Degree/Diploma in Management does not mention the area of specialization, specialization in the area will be considered only if the candidate has studied at least three subjects of the specialized course as elective subjects.
- Those candidates, who are studying in final year (academic year 2015-16) will not be entertained.

- Candidates employed in Govt. departments/PSUs/Autonomous Bodies are required to produce NOC at the time of interview.
- The SC/ST/OBC/PWD certificate should be as per the latest format as applicable for employment under Central Government. If the certificate has been issued in a language other than English/Hindi, the candidates will be required to submit a self-certified translated copy of the same either in English or Hindi.
- No TA will be paid to the candidates for appearing in the written test.
- Candidates may visit the FAQs section on the website for any queries.
- Candidates should retain their copy of Pay in e-receipt and Registration Slip as they can be asked to produce it for future reference.
- The posts advertised are tentative. NFL reserves the right to cancel/restrict/enlarge/modify/alter the requirements advertised, if need so arise, without issuing any further notice or assigning any reason thereto.
- The candidates applying against this advertisement may be considered for appointment by any of the Subsidiaries/ Joint Venture Companies of NFL.
- In such case their appointment will be as per the terms and conditions of the respective Subsidiary/Joint Venture Company.
- Court of jurisdiction for any dispute will be at Delhi.

IMPORTANT DATES:

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| 1. Commencement of submission of Application on NFL website :-28.11.2015 |
| 2. Last date of Acceptance of Application by NFL :- 19.12.2015 |