



**ENGAGEMENT OF TENURE BASED GRADUATE/DIPLOMA PROJECT ENGINEER**  
**Full Advertisement/Notification**  
**(No 03/GA/RC/Tenure/PE/02/2026)**

Offline applications are invited from the citizens of India fulfilling the requisite qualification/criteria against the vacancies of **TENURE BASED GRADUATE/DIPLOMA PROJECT ENGINEER** on CONTRACT BASIS, to work in Ordnance Factory Khamaria, Jabalpur, Madhya Pradesh, initially for a period of **ONE year** which may be extended up to a maximum period of **FOUR years** from the date of engagement (including initial period) based on factory requirement and individual performance.

1) **Details of Name of Post, Basic Pay & Vacancies are as follows:**

Name of the post	Basic Pay	Level	Total Vacancies - 30					
			UR	OBC (NCL)	SC	ST	EWS	PwBD
Tenure Based Graduate/ Diploma Project Engineer (Chemical)	1 <sup>st</sup> Year Rs. 36000/- 2 <sup>nd</sup> Year Rs. 37080/- 3 <sup>rd</sup> Year Rs. 38192/- 4 <sup>th</sup> Year Rs. 39338/- + IDA	Supervisory	13	08	04	02	03	01 (PH-OA)

**Note:** (1) The number of vacancies may increase or decrease depending upon requirement of Ordnance Factory Khamaria.  
(2) The above post is only identified for person with disability of one arm affected (OA). Other categories of PwBD are not identified.

2) **Eligibility Criterion & Order of Preference:**

S.No	Education Qualification	Apprenticeship (*)	Remark
1	Graduate (B.E./B.Tech) or Diploma in Chemical engineering	Apprenticeship in manufacturing/ handling of ammunition and explosives	<ul style="list-style-type: none"><li>1<sup>st</sup> preference and hence 1<sup>st</sup> merit list will be prepared for Graduate (B.E./B.Tech) Chemical Engineering</li><li>2<sup>nd</sup> preference (merit list) will be given for Diploma Chemical Engineering.</li></ul>

CIN No. U2919OPN2021GOI203505

पंजीकृत पता: गोला बारूद निर्माणी खडकी, पुणे - 411 003 (महाराष्ट्र)

Regd. Address: Ammunition Factory, Khadki, Pune - 411003 (Maharashtra).

निगमित कार्यालय पता: दूसरी मंजिल, न्याति यूनिट्री, नगर रोड, येरवडा, पुणे - 411 006 (महाराष्ट्र)

Corporate Office Address: 2<sup>nd</sup> Floor, Nyati Unitree, Nagar Road, Yerwada, Pune - 411 006 (Maharashtra)

दूरभाष सं/Phone No. 020-67080400, Email - [mil-pune@munitionsindia.in](mailto:mil-pune@munitionsindia.in) Website: <https://munitionsindia.in>

S.No	Education Qualification	Apprenticeship (*)	Remark
2	B.Sc Graduate with Chemistry as one of the major subjects	Apprenticeship in manufacturing/ handling of ammunition and explosives	• 3 <sup>rd</sup> preference (merit list)
3	Graduate (B.E./B.Tech) or Diploma in Chemical engineering	Apprenticeship in Chemical other than manufacturing/ handling of ammunition and explosives	<ul style="list-style-type: none"> <li>• 4<sup>th</sup> preference (merit list) for Graduate (B.E./B.Tech) Chemical Engineering.</li> <li>• 5<sup>th</sup> preference (merit list) for Diploma in Chemical Engineering.</li> </ul>

(\*) The candidates must possess Graduate or Diploma Apprenticeship alongwith the prescribed education qualification as stated above.

Preference shall be given to Graduate (B.E./B.Tech) and Diploma in Chemical Engineer having apprenticeship in the manufacturing/handling of ammunition and explosives. Only in case of non-availability of candidates meeting the criteria at S. No 01, candidates meeting the education qualification and apprenticeship criteria at Sl. No 02 and 03 shall be considered.

3) **Age Limit:** Between 18 and 30 years as on last date of receipt of application for General category Candidates. Age relaxation as admissible will be given to OBC-NCL, SC/ST & PwBD candidates as under:

(i)	For SC/ST	05 Years. (only in respect of the post reserved for SC/ST)
(ii)	For OBC (Non-Creamy Layer)	03 Years. (only in respect of the post reserved for OBC)
(iii)	For PwBD	10 Years. (only in respect of the post reserved for PwBD)

4) **Application Fees** – NIL

5) **How To Apply-** Candidates are required to download and print the Application Form and fill up the same in BLOCK LETTERS only. Candidate must go through detail terms & conditions and also check regularly this website for any further updates. The envelope must be clearly superscripted as “APPLICATION FOR THE POST OF “**TENURE BASED GRADUATE/DIPLOMA PROJECT ENGINEER (CHEMICAL) PERSONNEL ON CONTRACT BASIS**”. Application along with other necessary enclosures & two extra photograph self - attested (in back of the photographs) are to be forwarded by post to the following address only:

**The Chief General Manager,  
Ordnance Factory Khamaria  
District: Jabalpur,  
Madhya Pradesh, Pin -482005**

**Note:** Ordnance Factory Khamaria will not be responsible for late/non-receipt of application due to postal delay or any other reasons.

6) **Closing Date for Receipt of Application:** 21 days from the date of publication of advertisement in Employment News.

7) **Remuneration:**

- i) Tenure Based Personnel to be paid at the rate of 1/30th of the pay at the basic pay plus dearness allowance for work of 8 hours a day.
- ii) IDA as prevalent will be applicable.

- iii) House Rent Allowance as per classification of cities (when Company Quarter is not available).  
Note: In case of availability of Company Quarters, priority should be given for allotment of Quarters.
- iv) The performance of the individual on fixed term employment will be evaluated. Individuals having performance rating Poor or below will be given 01 month's time in writing to improve their performance. After One month's again performance will be evaluated and if again the performance rating found poor or below, the services of the individual will be terminated by giving 15 days notice.
- v) Personnel engaged will be eligible for EPF and will be covered under Employees' Compensation Act, 1923 [as amended through EC (Amendment) Act, 2017] as per act and government guidelines.
- vi) Personnel engaged on fixed term basis are eligible to Bonus (if applicable) as per Bonus Act 1965 amended time to time.
- vii) Personnel engaged shall be deployed in Night Shift in case of exigency of production work and shall be eligible for Night Duty Allowance at par with regular employees as per extant rules.
- viii) Personnel engaged shall be entitled for Risk Allowance for similar type of work where regular employees are entitled. They will be paid Risk Allowance at par with regular employees as per extant rules.

8) **Job Specification:** Supervision of manufacturing and handling military explosive and ammunitions.

9) **Mode of Selection :**

- i) Selection of the candidates shall be done based on the Marks scored in Degree/Diploma and personal Interaction/ Interview only, in the order of Merit. If any candidate possesses both Degree and Diploma certificate in relevant field, certificate having higher marks will be considered.
- ii) Cut off percentage for calling candidates may be decided by the Ordnance Factory Khamaria for personal interaction/Interview, based on Marks secured in the Qualifying examination i.e. Graduate and Diploma prescribed for a particular Trade/Discipline to ensure sufficient competition.
- iii) Merit list will be prepared based on combine marks secured in Graduate/Diploma and personal Interaction/Interview.
- iv) Weightage of Marks in Graduate and Diploma and Personal interaction/Interview will be 85% and 15% respectively. The candidates must submit the conversion formula of CGPA into percentage, in case they have been awarded CGPA in place of percentage.
- v) Candidates scoring marks more than cut-off marks in Graduate and Diploma and Personal Interaction/Interview will be call for Document Verification in the order of Merit. The number of candidates called for Document Verification will be limited to the number of posts notified (Discipline/Category wise).
- vi) In case of rejection of candidates during the Document Verification process on account of non- availability of requisite documents/testimonials, not meeting the advertised criteria with respect to Age, Qualification, Experience, etc. next candidates will be called for Document Verification in the order of merit (Discipline/Category wise). The number of next candidates called for Document Verification will be limited to the number of candidates rejected.

10) **Rejection of Application/Cancellation of Candidature:**

Applications received after the closing date or not meeting eligibility criteria and Terms & Conditions of advertisement will be summarily rejected.

11) **General Conditions:**

- i. The self attested copies of educational qualifications, certificate for age proof, experience certificate from institutions etc., should be enclosed along with the application.
- ii. The OBC candidate applying for the post under OBC category should also have to submit duly signed undertaking in the format given at Appendix-II of the Application Form.
- iii. Submission of false / incorrect / incomplete information and / or dubious / bogus documents shall disqualify the candidature.
- iv. SC/ST candidates shall be paid second class TA as admissible under the rules in the shortest route of travel, on production of Govt Bus / Train ticket and Caste / Community Certificate for document verification. It is mandatory to submit "Bank Details Form" for reimbursement of TA Claim.
- v. SC/ST Candidates appearing for Trade test/ Practical test will have to travel on their own expenses.
- vi. No correspondence/enquiry through Phone/messenger will be entertained.
- vii. Canvassing in any form will lead to disqualification.
- viii. Mere submission of application form does not guarantee issue of "Call Letter" for Trade Test/Practical Test.
- ix. Only short listed candidates will be informed through e-mail for Trade Test/Practical Test in due course.
- x. Ordnance Factory Khamaria will not be responsible for late / non-receipt of filled-in application/ Call letters, etc., due to postal delay or any other reasons.
- xi. E-mail ID & Phone/Mobile Numbers should be kept active till the completion of whole recruitment process.

12) **Other Benefits and Terms & Condition:**

- i) Personnel engaged will be entitled for 30 days Leave per year. 2.5 days of Leave will be credited, for every calendar month of service. Leave can be accumulated by the Personnel during their tenure up to 30 days and can be encashed after completion of one year. For the last month of Service prior to separation/ completion of Tenure, the Leave of 2.5 days pertaining to the last month of Service will be credited on the 15th day of that month.  
Note : Encashment of Leave in respect of Tenure Based Personnel will be governed by the Rules and Terms & Conditions applicable to the regular employee as notified from time to time.
- ii) Personnel engaged will be entitled for One Day Casual Leave (CL) for each complete month in the calendar year. Casual Leave shall be granted on a calendar year basis to tenure based employees. Any unavailed CL shall lapse at the end of the calendar year.
- ii) Personnel Engaged cannot take more than 3 days leave in a month and cannot take continuously more than 3 days leave at a stretch except on medical ground.
- iii) These personnel will not be entitled for any other medical benefits in any of the Ordnance Factory Hospitals & Dispensaries or elsewhere. In case of any emergency, facilities in Ordnance Factory Hospitals / Dispensaries can be availed.
- iv) They will be entitled for safety and protective gears, equipment, kits etc. as per the Company norms.
- v) Female personnel will be entitled to Maternity Benefits as per the provisions under the Maternity Benefit Act, 1961.
- vi) In the normal course, the engagement will be for a maximum period of four years from the date of engagement and the tenure will come to an end automatically on completion of four years period from the date of joining, without any further notice.
- vii) The Tenure based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company.

- viii) The Tenure Based Personnel will abide by various Company/Factory Rules & Regulations governing carrying out the assigned tasks and their conduct.
- ix) Such personnel will be covered under the Income tax, Service Tax, Professional Tax etc. as per the applicable Rules and all such Taxes would be payable by them at their hands.
- x) They will be eligible for Company Quarters, wherever available. License fee for Quarters will be deducted at the rates as applicable to regular Employee.
- xi) They will not be entitled for the following:
  - a) Promotions;
  - b) OT allowance
  - c) Loans, Advances & Interest Subsidies;
  - d) Medical Facilities;
  - e) Contingency Advance;
  - f) School Fee , Reimbursement
  - g) LTC/LTA Facilities;
  - h) Grant of Study Leave
  - i) Sponsorship for Higher Studies;
  - j) Any other benefits (other than mentioned in SOP) admissible to regular Employees.
- xii) The Tenure based Personnel will not be entitled for any Allowances or Benefits other than those indicated in this Scheme.
- xiii) Performance of the Personnel would be assessed on a six-monthly basis.
- xiv) The engagement will be on full time basis. Absence from duty other than on authorised Leave / Company Holidays will result in proportionate reduction in the Consolidated Emoluments.

**13) Termination of the Contract engagement:**

The contract engagement will stand automatically terminated on completion of the prescribed tenure/task. The employment can be terminated, at any time, during the period of the tenure engagement, by giving one month's notice by either party or payment of the Basic Pay + IDA components in the Consolidated Remuneration in lieu of the Notice.

**14) Caution to All Candidates:**

Some unscrupulous elements may approach you with the assurance of procuring appointment for you in the factory through illegal gratification. You must not fall prey to such false assurance or exploitation and must not entertain or encourage such elements in any way. It is emphasized and re-assured that the entire selection exercise will be done on merit in a transparent manner.

**15) Candidates to ensure their eligibility for the engagement:**

The candidates applying for the afore-mentioned vacancies should ensure that they fulfill all eligibility conditions for the post applied for.

**16) Other Information to the Candidates:**

- i. Their admission to all the stages of the selection procedure will be purely provisional subject to satisfying the prescribed eligibility conditions.
- ii. Mere issue of Call letter/Admit Card to the candidate for the Trade Test will not imply that his/her candidature has been finally accepted by O.F. Khamaria.
- iii. Verification of eligibility conditions with reference to original documents will be done only at the time of document verification in the factory.
- iv. The candidates should regularly check their email id for any correspondences from OFK regarding engagement.

**17) Resolution of Tie:** The tie cases will be resolved in the following order of preference:

- i. Higher marks scored in B.E./B.Tech/B.Sc/Diploma.
- ii. Date of Birth – Elder candidate will be given preference

- 18) Admit card/Call letters will be forwarded to the candidates by e-mail.
- 19) Any dispute with regard to the Tenure based Project Engineer against this advertisement will be subject to courts/tribunals situated in Jabalpur only.
- 20) The Competent Authority reserves the right to adopt any alternative lawful mode of selection in part or in whole, in case of contingency.

The citizens of India who are fulfilling the requisite qualification as mentioned in the advertisement can apply for the post.

Sd/-  
(Avinash Shankar, *I.O.F.S.*)  
Senior Manager  
For Chief General Manager

Ammunition and Explosive Group of Ordnance Factories of  
Erstwhile Ordnance Factory Board

S.No.	Name of Factories	Abbreviation
1	Ammunition Factory Khadki	AFK
2	Cordite Factory Aruvankadu	CFA
3	High Explosive Factory, Khadki	HEF
4	High Energy Projectile Factory, Tiruchirapalli	HEPF
5	Ordnance Factory Itarsi	OFI
6	Ordnance Factory Khamaria	OFK
7	Ordnance Factory Nalanda	OFN
8	Ordnance Factory Dehu Road	OFDR
9	Ordnance Factory Bhandara	OFBA
10	Ordnance Factory Chanda	OFCH
11	Ordnance Factory Varangaon	OFV
12	Ordnance Factory Bolangir	OFBOL

Abbreviation used in the advertisement/notification:

UR	-	Unreserved
OBC	-	Other Backward Class
NCL	-	Non-creamy layer
SC	-	Schedule Caste
ST	-	Schedule Tribe
EWS	-	Economically Weaker Section
PwBD	-	Person with Benchmark Disability
NCVT	-	National Council for Vocational Training
DA	-	Dearness Allowance
OT	-	Overtime
LTC	-	Leave Travel Concession

**APPLICATION FOR TENURE BASED GRADUATE/DIPLOMA PROJECT ENGINEER ON CONTRACT BASIS**

**To be forwarded by Post**

(Ref Advt No 03/GA/RC/Tenure/PE/2026)

To,

The Chief General Manager,  
Ordnance Factory Khamaria  
Jabalpur,  
Madhya Pradesh, 482005

Place for recent  
passport size  
photo of the  
applicant (self  
attested in front)  
to be firmly  
pasted (not to be  
stapled)

(TO BE FILLED UP IN BLOCK LETTERS ONLY)

01.	Post Applied for	TENURE BASED GRADUATE/DIPLOMA PROJECT ENGINEER ON CONTRACT BASIS
02.	Apprenticeship Stream	
03.	Name in Block Letters (as mentioned in 10 <sup>th</sup> std. certificate)	
04.	Father's / Husband's Name	
05.	Date of Birth (as mentioned in 10 <sup>th</sup> std. certificate)	
06.	Age (as on closing date of receipt of application)	
07.	Nationality	
08.	Category [UR/SC/ST/OBC-NCL/EWS]	
09.	Whether Ex-Serviceman or Not, if yes please mention details	Yes/No
10.	Whether Person with Disability or Not, if yes please mention sub- category (OH/HH/VH)	Yes/No
11.	Complete postal Address & pin code for communication	STATE: PIN:
12.	Mobile/Phone Number	(1) (2)
13.	E-mail ID (in block letters)	(1) (2)
14.	Two Prominent and visible identification Marks	(1) (2)
15.	Medium of Trade Test	(English/Hindi)

Signature of the Candidate

16. Details of educational and other qualifications starting from X Standard/SSLC:

Name of School/College	Name of Recognized University / Board of Examination	Examination Passed	Year of Passing	Maximum Marks	Marks Obtained	Percentage

17. Details of Graduate/Diploma :

Name of Recognized University / Board of Examination	Examination Passed (B.E./B.Tech/ B.Sc/Diploma)	Stream/ Branch (in case of B.E./B.Tech/ Diploma)	Major Subject (in case of B.Sc)	Maximum Marks	Marks Obtained	Percentage (In case of CGPA, convert to percentage)

In case CGPA is awarded, CGPA conversion formula issued by the University is to be enclosed with the application form.

18. Details of Graduate/Diploma apprenticeship in manufacturing/handling of ammunition and explosives from Ordnance Factories under MIL or other organisation:

Name of Trade	Name of Ordnance Factory/Organisation	Training period		Year of Passing	Certificate No. & Date of Issue
		From	To		

19. Details of Graduate/Diploma apprenticeship in Chemical **other than** manufacturing/handling of ammunition and explosives stream from any recognized organization **other than** Ordnance Factories under MIL :

Name of Trade	Name of Organisation	Training period		Year of Passing	Certificate No. & Date of Issue
		From	To		

Signature of the Candidate

20. Details of present employment/ previous experience, if any:

Company/ Organization Details	Designation	Period From	Period To	Nature of Duties

21. Check List of Enclosures:

Sl.No	ENCLOSURES	YES / NO
1	Proof of Date of Birth	
2	Degree/ Diploma Certificate (B.E./B.Tech/B.Sc/Diploma)	
3	CGPA conversion formula in percentage issued by the University (if applicable)	
4	Certificate of Proficiency issued under National Apprenticeship Training Scheme for Graduate/Technician Apprenticeship.	
5	Experience Certificate	
6	Caste & Category Certificate : (SC/ST/OBC-NCL/EWS) - in prescribed proforma	
7	Declaration by OBC-NCL candidates - Appendix - I	
8	Certificate for Persons with Benchmark Disability	
9	Whether all above documents / certificates are self attested	
10	Two copies of photographs (one pasted on application form) and one extra photograph (Name and Date of Birth should be written on backside of photograph)	

#### DECLARATION

I, Shri / Smt / Kum \_\_\_\_\_ have read the instructions carefully before sending this application. I hereby declare that all the statements made in this application are correct to the best of my knowledge and belief. I understand that any discrepancy found in the information will lead to cancellation of my candidature / debarment at any time.

Date :

Place :

Signature of the Candidate

APPENDIX – I

DECLARATION BY OBC-NCL CANDIDATES ONLY

(Similar endorsement should be given in the caste certificate from the competent authority)

I..... Son/Daughter of Shri .....  
Resident ..... of village/town/city.....District .....  
State..... Hereby declare that I belong to the .....  
community which is recognized as a backward class by the Government of India for the  
purpose of reservation in services as the orders contained in DOPT OM No.36012/22/93-  
Estt.(SCT) dated 08-09-1993 and as amended.

It is also declared that I do not belong to persons/sections (Creamy Layer) mentioned in  
column 3 of the Schedule to the above referred Office Memorandum dated 08-09-1993 and as  
amended.

Date :

(Signature of the Candidate)