



India Optel Limited/इंडिया ऑप्टेल लिमिटेड
A Government of India Enterprise/भारत सरकार का उद्यम
Under Ministry of Defence/ रक्षा मंत्रालय के अंतर्गत
CIN-U31909UR2021GOI012802

**ADVERTISEMENT FOR ENGAGEMENT OF SUPERANNUATED EMPLOYEES OF UNITS OF
IOL ON FIXED TERM CONTRACT BASIS**

Advt. No. IOLHqrs/100(3)/2025-Rectt

India Optel Limited (IOL) is a Public Sector Undertaking under Government of India, Ministry of Defence with Corporate Headquarters at Raipur, Dehradun (Uttarakhand).

IOL is an established manufacturer of Optical / Opto-Electronics Sights/ Systems and Cables for Military and Para-military Forces. It is the current market leader in this segment. It is a new Govt. company with a great future. The company offers great work environment & challenging opportunities for professionals to prove their mettle.

IOL invites Offline applications from Superannuated Employees of Units/ Divisions of India Optel Limited only, who fulfil the eligibility requirements [as stipulated below], for filling up the following position on Fixed Term Contract basis.

1. Project Manager (TPDK-1):

Sl. No.	Particular	Details
1	No. of Positions	05 [UR-04, OBC -01]
2	Maximum age	Below 62 years as on closing date of advertisement
3	Eligibility	(i) Individual retired from Junior Works Manager Level (ii) Employees with performance of 'Above Average' during the last 03 years of their service would only be eligible to be engaged. (iii) Only those who retired from the services on attaining the age of superannuation would be eligible to be engaged on contract basis. Persons retired under the Optional Retirement, Voluntary Retirement, Medical Termination, Resignation, and Termination on disciplinary grounds etc., will not be eligible to be engaged.
4	Basic Educational Requirement and Experience	Minimum ITI or Equivalent in Mechanical/ Electronics/ Electrical and individual must have spent at least 01 year at JWM Level in IOL units.

5	Requirement/ Job Description	At Annexure-B
6	Nature of Engagement	Fixed Term Contract Basis (Full Time)
7	Remuneration	The remuneration to be paid will be as per Department of Expenditure, Ministry of Finance O.M. No F. No. 3-25/2020-EIII/A dated 09.12.2020
8	Place of Posting	OLF Dehradun, however may be deputed for official work to any of the units of IOL/Govt. Offices/Departments/Institutions/Firms/Labs.

2. Project Supervisor (TPDK-1) :

Sl. No.	Particular	Details
1	No. of Positions	05 [UR-04, OBC-01]
2	Maximum age	Below 62 years as on closing date of advertisement
3	Eligibility	(i) Individual retired from Chargeman Level (ii) Employees with performance of 'Above Average' during the last 03 years of their service would only be eligible to be engaged. (iii) Only those who retired from the services on attaining the age of superannuation would be eligible to be engaged on contract basis. Persons retired under the Optional Retirement, Voluntary Retirement, Medical Termination, Resignation, and Termination on disciplinary grounds etc., will not be eligible to be engaged.
4	Basic Educational Requirement and Experience	Minimum ITI or Equivalent in Mechanical/ Electronics/ Electrical and individual must have spent at least 02 year at Chargeman level in IOL units.
5	Requirement/ Job Description	At Annexure-B
6	Nature of Engagement	Fixed Term Contract Basis (Full Time)
7	Remuneration	The remuneration to be paid will be as per Department of Expenditure, Ministry of Finance O.M. No F. No. 3-25/2020-EIII/A dated 09.12.2020
8	Place of Posting	OLF Dehradun, however may be deputed for official work to any of the units of IOL/Govt. Offices/Departments/Institutions/Firms/Labs.

3. Project Technicians (TPDK-1):

Sl. No.	Particular	Details
1	No. of Positions	15 [UR-08, SC-02, ST-01, OBC-03, EWS-01]
2	Maximum age	Up to 62 years as on closing date of advertisement
3	Eligibility	(i) Individual retired from Master Craftsman (MCM) Level

		<p>(ii) Employees with performance of 'Above Average' during the last 03 years of their service would only be eligible to be engaged.</p> <p>(iii) Only those who retired from the services on attaining the age of superannuation would be eligible to be engaged on contract basis. Persons retired under the Optional Retirement, Voluntary Retirement, Medical Termination, Resignation, and Termination on disciplinary grounds etc., will not be eligible to be engaged.</p>
4	Basic Educational Requirement and Experience	Minimum ITI or Equivalent in Fitter Electronics/ Fitter Mechanical/ Fitter Electrical/ Fitter Instrument and individual must have spent at least 02 year at MCM Level in IOL units.
5	Requirement/ Job Description	At Annexure-B
6	Nature of Engagement	Fixed Term Contract Basis (Full Time)
7	Remuneration	The remuneration to be paid will be as per Department of Expenditure, Ministry of Finance O.M. No F. No. 3-25/2020-EIII/A dated 09.12.2020
8	Place of Posting	OLF Dehradun, however may be deputed for official work to any of the units of IOL/Govt. Offices/Departments/Institutions/Firms/Labs.

4. CORE/ OPERATIONAL AREA REQUIREMENTS[SKILL SETS] :-

- (i) Assembly, Testing, Troubleshooting & Overhauling of Block D/ LRF of Device TPDK-1.
- (ii) Assembly, Testing, Troubleshooting & Overhauling of Aiming Mechanism of TPDK-1
- (iii) Assembly, Testing, Troubleshooting & Overhauling of Gyro Stabilizer of device TPDK-1
- (iv) Assembly, Testing, Troubleshooting & Overhauling of Final device TPDK-1
- (v) Assembly, Testing, Troubleshooting & Overhauling of Control Mechanism & Parallelogram of TPDK-1.

5. REMUNERATION : As per Department of Expenditure/ Ministry of Finance OM No. 3-25/2020-E.III A dated 09.12.2020. A Fixed monthly amount will be admissible, calculated as follows :-

- a) Pay drawn at the time of Retirement minus Basic Pension.
- b) The remuneration so fixed will remain unchanged throughout the contract period with no provision of annual increments or percentage increases.
- c) No additional allowance (e.g. Dearness Allowance, HRA etc.) will be provided.

6. TRANSPORT ALLOWNACE – An appropriate and fixed amount as Transport allowance for the purpose of commuting between the residence and the place of work shall be allowed not exceeding the rate applicable to the engaged personnel at the time of retirement. The amount so fixed shall remain unchanged during the term of engagement.

7. TA/DA ON OFFICIAL TOUR - TA/DA while on official tour will be paid on case to case basis. In case of retired Central Govt. personnel, it may be as per his entitlement at the time of retirement. Company units will provide transit accommodation in their guest houses subject to availability and approval of Competent Authority.

8. LEAVE :- Paid leave of absence will be allowed up to 18 days in a Calendar year on pro rata basis @ 1.5 days for each completed month of service). Accumulation of leave beyond a calendar year will not be allowed.

9. TERM OF ENGAGEMENT – The term of engagement shall ordinarily be for an initial period not exceeding one year which is extendable by another one year. Beyond two years, after the age of superannuation where adequate justification exist, the term may be extended based on a review of the task and the performance of the personnel engaged, provided it shall not extended beyond 05 years after superannuation

10. TERMINATION OF CONTRACT ENGAGEMENT – The contract engagement will stand Automatically terminated on completion of the prescribed tenure, unless extended. The engagement can be terminated even earlier with one month's notice in writing on either side or payment (Consolidated Remuneration) in lieu of the Notice.

11. DEDUCTION OR RECOVERY FROM REMUNERATION :-

- (i) For amenities and services supplied by the Company;
- (ii) For recovery of advances or for adjustment of over payments;
- (iii) Income Tax or any other tax levied by the Government or any other statutory dues;
- (iv) Deduction required to be made by orders of a Court or other authority competent to make such order;
- (v) Deduction of amounts due to the Company from the employee on account;
- (vi) Any other deduction made with the written authorization of the employee concerned;
- (vii) Fines.
- (viii) For unauthorized absence from duty;
- (ix) For damage to or loss of goods expressly entrusted to the employee for custody or for loss of money for which he/ she is required to account.

12. DISQUALIFICATION : Candidates will have to give a declaration that there is nothing adverse against them either presently or in the past which would disqualify them for being engaged at IOL. Following shall constitute disqualification for engagement:-

- (a) Insolvency
- (b) Pendency of investigation/ trial in relation to a criminal offense.
- (c) Conviction by Court of Law for Criminal Offence.
- (d) Dismissal/ termination/ removal from the services in their past employment pursuant to disciplinary action.

13. HOW TO APPLY:-

- i) Interested candidates may download the prescribed format attached herewith as "APPLICATION FORMAT" at ANNEXURE-A available at DOO (C&S) website <https://ddpdoo.gov.in> at 'Join Us' Tab and fill up the same in BLOCK LETTERS only. Candidates must go through the detailed Terms & Conditions and also check regularly this

website for any further update. The application along with necessary enclosures is to be forwarded by SPEED POST only to the following :-

The Chairman & Managing Director
India Optel Limited, OFILDD Campus
Raipur, Dehradun (Uttarakhand) – 248 008

ii) The envelope must be clearly superscripted as “APPLICATION FOR THE POST OF ON FIXED TERM CONTRACT BASIS”. The last date of receipt of Applications at IOL HQ is 21ST days from publication of advertisement Newspapers. Applications not in the prescribed application format will not be entertained.

iii) Candidates are required to attach the self-attested copies of following documents along with their application :-

- a) Document in support of Date of Birth i.e. Birth Certificate or Matriculation certificate or as applicable
- b) Essential Educational Qualification certificate(s), Professional Qualification certificates (if any) etc.
- c) Experience Certificate(s).
- d) Last pay drawn certificate including Level/Grade, PPO etc.

iv) Non-attachment 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. The Management of IOL will not take any responsibility for any delay in receipt or loss in postal transit for any application or communication.

v) 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. The above engagement is purely on Fixed Term Contract basis and will be subject to the terms and conditions. All the candidates are required to go through the terms and conditions thoroughly before filling their applications.

14. RESERVATION : Reservation for SC/ST/OBC/EWS etc., is applicable as per extant Government of India Orders.

15. PROCESS OF ENGAGEMENT:-

- (i) Candidates are required to fill in the Application Form (attached with the advertisement) complete in all respects. Employees with performance of ‘Above Average’ during the last 03 years of their service would only be eligible to be engaged on contract basis.
- (ii) Based on the applications received, suitable candidates will be shortlisted and recommended by a Committee constituted by the Competent Authority at IOL.

- (iii) Experience in Core/ Operational Area will be taken into account.
- (iv) DECLARATION OF RESULT ON SELECTION – The result of the final selection will be published only on DOO (C&S) website <https://ddpdoo.gov.in>.
- (v) REJECTION OF APPLICATIONS/ CANCELLATION OF CANDIDATURE – Applications received after closing date or not meeting the eligibility criteria and Terms & Conditions of the advertisement will be summarily rejected without any intimation to the candidate.
- (vi) All correspondence will be made to the candidates by E-mail only. Therefore, candidates are required to fill their E-mail and phone number mandatorily in the application form.

16 TERMS AND CONDITIONS OF ENGAGEMENT :-

I.	Candidate must be a citizen of India.
II	There should be a gap of minimum one month from the date of superannuation of the employee and the date of engagement on contract basis.
III	The engagement will be on full time fixed term contract basis.
IV	The persons engaged on full time basis will not be allowed to take any other assignment during the period of contractual engagement
V	The performance of the engaged individuals would be reviewed/ monitored.
VI	The cut-off date for qualification and experience etc., will be the closing date of advertisement.
VII	<u>Medical Fitness :-</u> The Engagement of the selected candidates will be subject to Medical Fitness Certificate issued by the Competent Medical Authority.
VIII	The engaged personnel will liable to be discharged any time from engagement on being found Medically Unfit.
IX	The candidates must possess the expertise in the core area required, as per Annexure-B
X	Only those who had retired from the services on attaining the age of superannuation would be eligible to be engaged on contract basis.
XI	The engaged individuals will be covered under Income Tax, as per applicable Rules.
XII	The engaged individuals will not be entitled for any other Allowance or Benefits other than those indicated.
XIII	The contract engagement will not confer any right on the engaged individual to claim the status of a regular employee of the Company
XIV	The engaged individuals will abide by the various Company Rules & Regulations governing for carrying out the assigned tasks.
XV	Engaged individuals will safeguard the security and confidentiality of all official matters and secrecy of the information coming to his knowledge.
XVI	The engaged individuals shall sign an agreement of confidentiality with IOL containing a clause on Ethics and Integrity.
XVII	The selected candidate would sign the duplicate copy of the Offer of Engagement and submit it to IOL, in acceptance to all the Terms & Conditions in the offer.
XVIII	Submission of false/ incorrect/ incomplete information/ dubious/ bogus document/ illegible documents etc., shall disqualify the candidature.

XIX	IOL will not be responsible for late/ Non-receipt of filled in applications due to postal delay or any other reasons.
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17. OTHER TERMS AND CONDITIONS OF ENGAGEMENT

I	The finally selected candidate will have to sign a contractual agreement with IOL upon joining
II	The engagement is purely temporary and contractual and on Fixed Term basis and it is not against any permanent vacancy. This engagement will not entitle any candidate to claim for regular/permanent employment in the Company. Accordingly, nothing within or relating to the Contract shall establish the relationship of employer and employee, or of principal and agent, between the Company and the contracted Professionals. They will not be entitled for any benefit/compensation/absorption/regularization/permanent employment in the Company except the fixed remuneration.
III	Dearness Allowance, HRA or any other allowances shall not be admissible. Only fixed monthly remuneration as mentioned for the position shall be admissible. No accommodation and Medical facilities will be admissible. However, Company accommodation may be provided with the permission of the Competent Authority subject to availability and on payment of applicable charges.
IV	Reserved category candidates applying against unreserved position shall be treated as General category and no relaxation shall be given. Candidates applying against the reserved category positions should enclose valid Cast certificates without fail.
V	The persons engaged can be assigned additional responsibilities/tasks in addition to their specialization and assigned tasks.
VI	They will work on full time basis and on all working days as applicable or in operation in the Company. They may also be required to work beyond the normal working hours and on holidays too, in case of functional requirement.
VII	Candidate will have to bring an original PPO, valid Photo ID (Aadhaar Card, PAN Card etc.) and other original documents for verification at the time of joining for engagement.
VIII	The number of positions advertised may increase or decrease depending on the requirement of IOL.
IX	Attestation Forms (PVR) is a pre-condition for engagement of the selected candidate. Engagement shall be on the basis of verification of Character and Antecedents in the prescribed form by the prescribed authorities in accordance with the directive issued by the Govt. of India from time to time. Such verification, if considered necessary may be obtained during the course of engagement.
X	No correspondence will be entertained from the candidates not engaged.
XI	Candidates should ensure that they fulfill the eligibility criteria prescribed for the position. In case it is found at any stage of engagement process or even after engagement that the candidate has furnished false or incorrect information or suppressed any relevant information/material facts or does not full-fill the criteria, his/her candidature/services are liable for rejection/termination without notice.
XII	All disputes/cases related to this engagement process are subject to jurisdiction of courts at Dehradun only.
XIII	Management reserves the right to cancel/restrict/enlarge/modify/alter the engagement process, if need so arises, without issuing any further notice or assigning any reason thereafter.

XIV	<p>At any stage of engagement or later, if a candidate is found guilty of any misconduct such as:</p> <ul style="list-style-type: none"> a) Impersonating or procuring impersonation by any person; or b) Resorting to any irregular means in connection with his/her candidature during selection process; or c) Using undue influence of his/her candidature by any means; or d) Submitting of false certificates/documents/information or suppressing any information at any stage. <p>His candidature will be cancelled without prejudice the right of the Competent Authority to initiate legal/criminal action.</p>
XV	Any corrigendum/addendum/ clarifications/modifications/cancellation of the advertisement, if necessary, shall only be uploaded in DOO (C&S) website All information regarding this recruitment process would be made available in DOO Website – https://ddpdoo.gov.in . only. Applicants are advised to check the web site periodically for important updates.
XVI	The candidate 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 to the candidates in case of change in the mobile number, E-mail address, connectivity/network issues, technical fault or otherwise. Candidates are advised to keep a close watch on the website for latest updates.
XVII	Applications that are incomplete, not in prescribed format, not legible, without the required certificates etc., shall be summarily rejected without assigning any reasons and no correspondence in this regard shall be entertained.
XVIII	No Increment and Dearness Allowance shall be allowed during the term of contract.
XIX	There should be no criminal case pending against the eligible candidate and the same will be self-certified by the candidate. In case of false information, action as per rules be initiated including termination of contract.
XX	The Company shall not be responsible for any loss, accident, damage, injury suffered by the engaged personnel whatsoever arising in or out of the execution of his/her work including travel.
XXI	The candidate should be clear from vigilance / disciplinary angle at the time of retirement.
XXII	Candidates will be disqualified ab-initio in case they do not fulfil the eligibility criteria or any terms & conditions of the advertisement.
XXIII	<p><u>IOL'S DECISION FINAL:-</u></p> <p>(i) The decision of Chairman & Managing Director, IOL in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of engagement and engagement of selected candidates will be final and binding on the candidates and no query/correspondence will be entertained in this regard from the candidates.</p> <p>(ii) Any other terms and conditions of engagement can be determined and shall be incorporated with the approval of the Competent Authority.</p>

XXIV	<u>Contact Us:-</u> For any queries regarding this engagement, please contact at 0135 -2787101 - 03 [Extn - 4031] or +91-7579044634 between 10 AM to 4 PM on any working day, i.e. Monday to Friday.
XXV	<u>Last date for receipt of applications</u> at IOLHQ is 21 days from the date of publication of advertisement in the Newspapers.
XXVI	Management reserves the right to call for any additional documentary evidence in support of Qualification etc., from the applicants.
XXVII	All details given in the Application Form will be treated as final and no change will be allowed. Therefore, the candidates are advised to fill all details in the application form carefully.
XXVIII	IOL will not be responsible for bouncing or loss of any E-mail sent to the candidate due to invalid/ wrong E-mail ID provided by the candidate or delivery if E-mail to spam/ bulk mail folder or for delay / non receipt of information, if the candidate fails to access his/ her E-mail/ website in time.

Deputy General Manager (HR)
India Optel Limited
For Chairman & Managing Director

APPLICATION FORMAT

INDIA OPTEL LIMITED (IOL)
A GOVT. OF INDIA ENTERPRISE, UNDER MINISTRY OF DEFENCE
CORPORATE HQ, INDIA OPTEL LIMITED (OFIL CAMPUS)
RAIPUR, DEHRADUN, PIN-248008

ADVERTISEMENT NO. : _____ Dated :- _____

APPLICATION FOR ENGAGEMENT TO THE POSITION OF _____ ON
 FIXED TERM CONTRACT BASIS.

SL.NO.	PARTICULARS	DETAILS	
1	NAME (IN FULL AND BLOCK LETTERS)		Please paste a recent colour passport size Self- Attested photograph
2	FATHER'S NAME		
3	MOTHER'S NAME		
4	MARITAL STATUS		
5.	SPOUSE NAME		
6	GENDER		
7	NATIONALITY		
8	DATE OF BIRTH (DD/MM/YYYY) AGE IN YRS./MONTHS & DAYS, AS ON CLOSING DATE OF ADVERTISEMENT		
9	WHETHEAR BELONG TO GEN/SC/ST/OBC/ EWS		
10	WHETHER PERSON WITH DISABILITY (IF YES, PLEASE INDICATE & PERCENTAGE OF DISABILITY)		
11	TECHNICAL QUALIFICATION		

SL.NO.	PARTICULARS	DETAILS
12	TOTAL POST QUALIFICATION WORK EXPERIENCE AS ON CLOSING DATE OF ADVERTISEMENT	
13	DATE OF SUPERANNUATION FROM THE LAST EMPLOYMENT	
14	NAME OF THE UNIT OF IOL FROM WHICH RETIRED	
15	POST & LEVEL HELD AT THE TIME SUPERANNUATION	
16	DATE FROM WHICH LAST POST HELD	
17	PRESENT ADDRESS FOR COMMUNICATION	
18	PERMANENT ADDRESS	
19	TELEPHONE/MOBILE NO.	
20	E-MAIL ID	
21	AADHAR NUMBER	
22	PAN NUMBER	

23. Educational Qualifications:

Qualification from 10 th Class onwards	Year of Passing	Name of the School/Institute	Board/ University	% of Marks Obtained

Enclose separate sheet if required.

24. Details of Experience [In Core/ Operational Areas as per Para 4] :

Name of the IOL unit	Post held	Period		Pay scale/Level /Grade Pay	Major Responsibilities Held
		From	To		

Enclose separate sheet if required.

25. APAR/Performance Gradings/ Report for the last 03 years to be mentioned.

Sl. No.	Year	Performance Grading/ Report	Remarks, if any

26. Details of Computer/IT Skills (Held, if any): _____

27. Any additional information which you would like to mention in support of your suitability for the position :

Declaration

I Shri/ Smt./ Ms _____ have read the instructions carefully, understood them before filling/ sending this application. I hereby declare and certify that the information given above is true to the best of my knowledge and belief and no factual information has been suppressed. I understand that any suppression of facts herein and submission of false information, may lead to disqualification of my candidature or termination of contract, if engaged.

I also undertake that there is nothing adverse against me either at present or in past which will disqualify me from being engaged in IOL.

I also hereby declare that I was clear from vigilance angle at the time of my retirement.

Place: _____

Date ____ / ____ / ____

Signature of the applicant

[Documents to be enclosed (whichever applicable)]

1. Valid document evidencing date of birth of the candidate (Secondary/Matriculation School Certificate/Birth Certificate etc.).
2. Educational Certificates- Mark sheets & Degree (10th, 12th, Graduation, Post-Graduation etc.).
3. Professional Qualification Certificates (if any).
4. PPO, Service Certificate (Issued by Pension Cell), Last Salary Slip.
5. Work Experience Certificates.
6. Caste Certificate in case of candidate belonging to reserved category.

Note:

1. Please sign across the photo pasted on the first page of Application Form.
2. The candidate is required to fill up all the columns and wherever no information is to be furnished, 'NA' or 'Nil' (whichever is applicable) should be mentioned. Incomplete and improperly filled Applications shall liable to be rejected. No further correspondence will be entertained in this respect.
3. If space becomes a constraint, the information may be attached in a separate sheet as per the prescribed format.

Requirement/ Job Description for Project Managers, Project Supervisors & Project Technicians

The engaged personnel would be working in Core Functional/ Operational areas as mentioned below :-

Sl. No.	Expert/ Core Areas	Job Description Related to
1	T-72 Gunner's Sighting system TPDK-1 LRF/ Block-D Assembly, Repair, Overhaul & Testing	Project Manager/ Project Supervisor
2	T-72 Main Gunner sighting system TPDK-1 final Assembly, Repair, Overhaul & Testing	Project Supervisor/ Project Technician
3	Gyro Stabilizer of TPDK-1 Assembly, Repair, Overhaul & Testing	Project Technician
4	Aiming Mechanism of TPDK-1 Assembly, Repair, Overhaul & Testing	
5	Assembly, Repair, Overhaul & Testing of Parallelogram & Control Console of TPDK-1	