

## **Advanced Weapons & Equipment India Limited**

A Government of India Enterprise

Ministry of Defence

### **Requirement of Manager (HR) on Contract (Advt. No. AWEIL/02/2022)**

#### **Last Date for Receipt of Applications – 11<sup>th</sup> November 2022**

Advanced Weapons & Equipment India Ltd. (AWEIL) is a Defence Public Sector Undertaking under Ministry of Defence, Government of India, with Corporate Hqrs at Kanpur, incorporated under the Companies Act 2013 on 14th August, 2021. However, its commencement of business took place on 1st October 2021 notified by DDP. Advanced Weapons and Equipment India Limited (AWEIL), is primarily engaged in Manufacture and Supply of Weapon Systems, Small Arms, Tank Gun Articles and Ammunition Components and has 8 production units & 1 non production unit.

AWEIL invites applications for the following posts:

A. Details of the post:

<b>Post</b>	<b>Number of Vacancies</b>
<b>Manager (HR)</b>	<b>02</b> <b>(Contractual Basis – Full Time)</b>

B. **Nature of Appointment:** Employment on full time Contract basis

C. **Term of Appointment:** 02 Years, extendable by 01 year, maximum for 02 occasions

D. **Total Emoluments:** Total consolidated monthly emolument shall be Rs 80,000/- (Fixed). No other allowances shall be admissible.

AWEIL invites applications from Indian nationals fulfilling the following eligibility criteria:

**Eligibility Criteria:** as on 01.11.2022.

E. **Upper age limit:** 65 years

F. **Essential :** Degree in any discipline with PG Diploma in Management / Personnel Management /Industrial Relations/HRM from a Recognised University/Institution approved by AICTE

OR

MBA with specialization in PM/IR/HRM from a Recognised University/Institution approved by AICTE (Duration of not less than 02 years)

**Experience:**

Minimum 10 years in Executive cadre / managerial post in HR division.

**Preference:** Will be given those who are either working or retired from HR Division in a Schedule A/ Schedule B category CPSE /DPSU / State / Central Government Departmental(s) /Institutions/ State PSU/ Large Private Sector Company of repute.

**Desirable: LLB.**

**G. Place of Posting:** AWEIL Hqrs, Kanpur. However, may be deputed for official works to any of the units of AWEIL/Govt. offices/Departments.

**H. Working Hours:** As per office timing of AWEIL HQ. If required, as per exigencies of work, he / she would be asked to attend office on Saturday or other holidays without any additional compensation.

**I. Selection Process:** Educational Qualification, Experience and performance in personal Interview. The Competent Authority may enhance the criteria for qualification and /or experience or may also decide conducting Written Test to shortlist the candidates for interview in the event of large no. of candidates fulfilling the eligibility criteria particularly to the above-mentioned post.

**J. Process of Interview:** The interview will be conducted by a duly constituted selection committee.

**K. How to apply:**

1. Interested candidates shall submit their application form (in Hard Copy) as per the prescribed format attached hereto, which can be downloaded from the AWEIL website [www.aweil.in](http://www.aweil.in), through speed post/courier service to the DIRECTOR (HR), ADVANCED WEAPONS AND EQUIPMENT INDIA LIMITED, Ordnance Factory Kapli Road Kanpur -208009,. **In addition to application by speed post/courier, an advance scanned copy of the application form along-with the enclosures is be sent to [dir-hr@aweil.in](mailto:dir-hr@aweil.in)**, clearly mentioning in the subject heading 'APPLICATION FOR THE POST OF MANAGER (HR) - on Contractual Basis'.
2. Hard copy of the Application is to be submitted along-with 2 self-attested recent passport photographs (with full name written on the backside for identification) and also self-attested copies of documents/certificates in support of claim regarding age (Birth Certificate / 10<sup>th</sup> Class Certificate), qualification, experience, etc.,
3. Non- attachment of required documents as per application format will be treated as incomplete application and will be rejected forthwith.

4. It is mandatory to fill all the relevant information such as qualification details, experience details, percentage of marks, email address, contact mobile number, address for correspondence, Aadhar card number/PAN Number etc.
5. The applicant should affix his/her one passport photograph in 4.4 cm x 5.8 cm dimensions on the application in the space provided. The Second one should be attached with it and not pasted.
6. In case of variation of Name/ surname/name, spelling mentioned in the Application cum Bio-data with that of educational/ professional qualification certificates, application will be liable to be cancelled.
7. Applicant is requested to enter his/her active email address and mobile phone number which should be valid at least till the interviews are held, as all important communications will be sent to this email id and Mobile number.
8. Candidates who are working in Public/Govt. Sector should forward their Applications through proper channel clearly indicating their present grade and present scale of pay separately or NOC should be submitted at the time of interview, in case selected, failing which their candidature will be rejected.
9. AWEIL management will not take any responsibility for any delay in receipt or loss in postal transit for any application or communication.

**L. Terms & Condition of Appointment:**

1. Candidate must be citizen of India.
2. AWEIL reserves the right to reject any application/candidature at any stage without assigning any reason and the decision of AWEIL shall be final
3. The appointment shall be purely temporary and on contract basis. The candidate's services can be terminated by AWEIL by giving 1 month notice or with remittance of one month's pay in lieu thereof. If candidate wishes to leave the services of AWEIL, he shall have to give three months' notice to AWEIL or pay three months' salary in lieu thereof.
4. The successful candidate will have to sign a contractual agreement in the prescribed format
5. The Contract shall not confer any rights or claim of extension/absorption in the Company.
6. Candidates currently serving in Govt. / Quasi. Govt. / Public Sector Undertakings are advised to seek prior permission from their employers to apply for the notified vacancy. Such applicants shall have to submit 'No Objection Certificate' from their employers at the time of interview, failing which they shall not be allowed to appear in interview and their candidature shall be treated as cancelled.
7. On final selection, such a candidate who has been working in Govt./PSU/private entity, should produce the document conveying the acceptance of his resignation from service or his last employer. In the absence of such document, he shall not be allowed to join AWEIL Service.

8. The decision of the AWEIL about the mode of selection, eligibility conditions, short listing of candidates for interview etc. shall be final and binding. No correspondence will be entertained in this regard.
9. The candidates called for interview shall be required to produce original documents relating to educational qualifications, experience etc. for verification at the time of interview. If the identity of the candidate is in doubt or he is not able to produce the requisite documents or there is mismatch of information in the documents or he is found ineligible for the post applied for any other claim made in his application if found to incorrect, he will not be allowed to appear in the interview and his candidature will be treated cancelled.
10. Candidates are advised in their own interest that they should not furnish any documents or information that are false, tampered, fabricated and they should not suppress any material information while filling up the application Form.
11. At any stage of recruitment or later, if a candidate is or has been found guilty of any misconduct as:
  - 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 or false certificates/documents/information or suppressing any information at any stage; or In addition to rendering himself/herself liable to legal/criminal prosecution, will also become liable to be Debarred with permanently.
  - e) Can be discharged/removed/dismissed from service, if the act of misconduct comes to notice after his/her appointment to service of AWEIL.
12. Decision of the AWEIL in all matters regarding eligibility of the applicant, the stages at which such scrutiny of eligibility is to be undertaken, documents to be produced, personal interview, selection of any other matter relating to engagement will be final and binding on the applicant. While applying for the post, the applicant should ensure that he/she fulfils the eligibility and other criteria mentioned and that the particulars furnished are correct in all respect. In case it is detected at any stage of recruitment that applicant does not fulfill the eligibility norms and/or that he/she has furnished any incorrect/false information or has suppressed any material fact (s), his/her candidature will automatically stand cancelled. If any of the said shortcoming(s) is/are detected even after recruitment, he/she is liable to be terminated without any notice.
13. Candidates working in Govt./Quasi/Public Sector Undertakings/ Autonomous Bodies should apply through proper channel. Applications not in the prescribed Format or incomplete and not accompanied by the prescribed attested certificates or

received after the prescribed date and time or not routed through the present employer shall be summarily rejected.

**M. Job Profile:**

The roles and responsibilities shall broadly cover the following:

1. Develop and implement HR strategies and initiatives aligned with the overall business strategy
  2. Manage all personnel matters like recruitment, selection, promotion, performance appraisal etc.
  3. Support current and future business needs through the development, engagement, motivation and preservation of human capital
  4. Compliance of all statutory provisions relating to Labour Laws governing employment/engagement of manpower
  5. RTI.
  6. Liaison with various enforcement agencies.
  7. Administration of various welfare related services for employees/ex-employees and their families Managing Corporate Social Responsibility (CSR) initiatives of the Corporation
  8. Grievance redressal
  9. Implementation of all Govt. policies and programmes
  10. Handling of Court cases.
  11. Any other work related to HR those required for meeting the statutory and legal requirements/compliances and above mentioned activities.
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