

ENGAGEMENT OF GRADUATE / DIPLOMA PROJECT ENGINEER ON TENURE BASIS

Offline applications are invited for Engagement of Graduate / Diploma engineers as Tenure based Graduate / Diploma Engineers having Apprentice in Manufacturing / Handling of Military Ammunition and Explosive with education qualification of BE/B-Tech or Diploma in Chemical / Mechanical. Persons with required qualification, experience and trained in Ordnance Factories under MIL or factories manufacturing ammunition / explosives and possess above skills are to be engaged on Tenure based hiring as Project Engineer to work in Ordnance Factory Dehuroad, Pune Maharashtra. The personnel should be able to start the job from day one with very limited or no learning curve in the field of safety, ammunition handling and quality required for ammunition and explosives production. Their engagement shall be on contract basis initially for a period of **One Year** which may be extended for another period of **Three Years** i.e. total maximum period of **Four years** with renewal on yearly basis from the date of engagement (including initial period) based on factory requirement and individual's performance. This organization involves manufacturing & handling of explosives and hazardous chemicals which are governed by the General Safety Directives and STEC guidelines.

Note: Application received through any other mode except offline mode will not be entertained.

(2) Details of Name of Posts, Basic Pay & Vacancies are as follows:

Name of Post	Discipline	No. Vacancies						Basic Pay	Level
		UR	OBC	SC	ST	EWS	Total		
Graduate/ Diploma Project Engineer on Tenure Basis	Mechanical	3	2	1	0	1	7	1st Year Rs. 36000/- 2nd Year Rs. 37080/- 3rd Year Rs. 38192/- 4th Year Rs. 39338/- + Dearness Allowance as per prevailing rate.	Supervisory Level
	Chemical	2	2	1	0	1*	6		

***Carry Forward: 01 vacancy advertised in Employment News dtd: 21-27 March 2026 has also incorporated in this vacancy due to non publication of long advertisement in the MIL website as declared in the Employment News advertisement No. CBC 10201/12/0102/2526.**

Note:(i) Vacancies may increase or decrease depending upon requirement of Ordnance Factory Dehu Road, Pune.

SUPERVISORY LEVEL	
A)	Essential Qualification
	i) B.E /B.Tech or Diploma in Chemical / Mechanical
	ii) Ex-Graduate apprentice who have undergone minimum one year training as per Apprenticeship Act 1961 in Chemical / Mechanical trade of Ordnance Factories under MIL or Ordnance Factories manufacturing Military Ammunitions and Explosive. OR Persons who are trained/experience of one year in Factories manufacturing Military Ammunitions and Explosives will be engaged on Tenure base hiring as Graduate Project Engineer.
B)	Criteria for Engagement: Persons who have minimum one year experience or training in the factories manufacturing ammunition, explosives and hazardous chemicals and handling of the same. Ex-Graduate Apprentice of trades Chemical and Mechanical, who have completed one year Trade Apprenticeship in Ordnance Factories under MIL or factories manufacturing ammunitions and explosives possess skill.

	i)	Engagement o Tenure based personnel shall be on contract basis initially for a period of One year which may be extended for another period of Three years i.e. total maximum period of Four years with renewal on Yearly basis from the date of engagement (including initial period) BASED ON FACTORY requirement and individual performance. The tenure will come to an end automatically on completion of four years period 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 side or payment of Basic Pay + IDA Component in lieu of the Notice.
	ii)	There will not be any commitment to the candidate either for absorption as permanent employee or for extension of term.
C)	Process of Engagement:	
	i)	Selection of the candidates shall be done based on the Marks scored in B.E./B.Tech or Diploma and personal Interaction/ Interview only, in the order of Merit.
	ii)	Cut off percentage for calling candidates may be decided by the Ordnance Factory, Dehu Road, Pune for personal interaction/ interview, based on Marks secured in the qualifying examination i.e. B.E./B.Tech or Diploma prescribed for a particular Trade/Discipline to ensure sufficient competition.
	iii)	Merit list will be prepared based on combined marks secured in B.E./B.Tech or Diploma and personal Interaction/Interview.
	iv)	Weightage of Marks in B.E./B.Tech or Diploma and Personal Interaction/ Interview will be 85% and 15% respectively.
	v)	Candidates scoring marks more than cut-off marks in B.E./B.Tech or Diploma and Personal Interaction/Interview will be called 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.
	vii)	The procedure as above will continue till such time the number of candidates qualifying in the Document Verification Process is equal to the number of post advertised.
	viii)	Candidates qualifying in the Document Verification stage as above will be issued Offers of Engagement.

- (3) **Age Limit:** The maximum age limit applicable to General Category candidates is 30 years. The same will be reckoned as on last date of receipt of application (i.e 21 st Day of publication of Advertisement in Employment News).Age relaxation as admissible will be given to SC/ST /OBC-NCL candidates is as under:

Sr. No	Category	Age relaxation
(i)	For SC/ST	05 Years (Only in respect of post reserved for SC/ST)
(ii)	For OBC(NCL)	03 years (only in respect of the post reserved for OBC- (NCL).

- (4) **Application Fees:** -NIL

- (5) **How to Apply:** The envelopes must be clearly superscripted as “(APPLICATION FOR THE POST OF GRADUATE / DIPLOMA PROJECT ENGINEER ON TENURE BASIS – OFDR-2026)”.

Application along with other necessary documents & 03 (**three**) extra photograph (name and date of Birth should be written on the back side of photograph) are to be forwarded by post to “**The Chief General Manager, Ordnance Factory Dehu Road, Pune, Dist.: Pune (Maharashtra), Pin –412101.**”

(6) Closing Date for Receipt of Application:-

- i. Closing date for receiving of application will be **21 days** from the date of first appearance of the Advertisement in the Employment News.
- ii. If the closing date falls on a Holiday for the Factory, then the next working day shall be considered as the closing date for all purposes.

(7) General/ Conditions & other information to the candidates:

- 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-I of the application form.
- iii. Valid OBC-NCL/EWS certificate, as per extant rules, as on closing date of application is required at the time of Document Verification.
- iv. Submission of false / incorrect/ incomplete information and / or dubious / bogus documents shall disqualify the candidature.
- v. Submission of more than one application by the same individual for a post will summarily be rejected.
- vi. SC/ST candidates shall be paid second class TA as admissible under the rules in the shortest route of travel, on production of Bus / Train ticket and Caste/ Community Certificate. It is mandatory to submit “Bank Details Form” for reimbursement of TA Claim.
- vii. No correspondence/ enquiry through Phone/ messenger will be entertained. Canvassing in any form will lead to disqualification.
- viii. Mere submission of application form does not guarantee issue of “Call Letter” for Interview.
- ix. Candidates appearing for Document Verification will have to travel on their own expenses and required to stay one day more for medical examination.
- x. Ordnance Factory Dehu Road, Pune will not be responsible for late/non- receipt of filled-in application/ Call letters, etc., due to postal delay or any other reasons.
- xi. Only short-listed candidates will be informed through post/e-mail for an Interview in due course.
- xii. E-mail ID & Phone/Mobile Numbers should be kept active till the completion of whole recruitment process.
- xiii. The admission to all the stages of the selection procedure will be purely provisional subject to satisfying the prescribed eligibility conditions.
- xiv. Mere issue of Call Letter/Admit Card to the candidate for the Test/Interview will not imply that his/her candidature has been finally accepted by Ordnance Factory Dehu Road, Pune.
- xv. Verification of eligibility conditions with reference to original documents will be done at the time of document verification in the Ordnance Factory Dehu Road, Pune.
- xvi. Any dispute with regard to the said engagement against this advertisement will be subject to courts situated in **Pune** only.
- xvii. The Competent Authority reserves the right to adopt any alternative lawful mode of selection in part or in whole, in case of contingency.

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

(8) Criteria for Engagement: -

- i. Engagement shall be for a period ranging from one to four years as mentioned above in Para (1). The tenure will come to an end automatically on completion of four years period 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 the Basic Pay + IDA component in lieu of the Notice. There will not be any commitment to the candidate either for absorption as permanent employee or extension of term.
- ii. Such Personnel would generally be engaged to undertake specific jobs/projects/programmes/tasks in Core Technical areas like Design, Manufacturing/Maintenance/Quality Control, Production Engineering (Production Shops: Production of Military Ammunitions & explosives which involves manufacturing & handling of explosives and hazardous chemicals) Management Services, etc. However, if requirement arises in any other area which cannot be met by other means, personnel can be engaged in such areas also.

(9) 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 will 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 One 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 given 15 days notice.
- v. Personnel engaged will be eligible for EPF and employee Compensation act as per government guidelines.
- vi. Personnel engaged on fixed term basis are eligible to bonus (If applicable) as per Bonus Act 1965 amended time to time.

(10) Other Benefits and Terms & Conditions:

- i. Personnel engaged will be entitled of 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 cannot take more than 3 days leave in a month and cannot take continuously 3 days leave in 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 an 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 such Taxes would be payable by them at their hands.
- x. They will be eligible for Company Quarters/Accommodation, 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 admissible to regular Employee not mentioned specially in the advertisement.
- xii. The Tenure based Personnel will not be entitled for any Allowances or Benefits other than those indicated in this Scheme.
- xiii. The 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 authorized Leave/Company Holidays will result in proportionate reduction in the Consolidated Emoluments.**
- xv. For quitting the job, candidate should give notice one month prior in advance, falling which one month salary will be deducted. Suitable risk Clauses and NDA will be added in the offer of engagement, in detail, to safeguard the interest of the company in case the candidate quits the job before its completion and for losses/ damages, if any, caused property, etc.
- (11) **Caution for Candidates:** Some unscrupulous elements may approach you with the assurance of procuring engagement 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 reassured that the entire selection exercise will be done on merit in a transparent manner.

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(AMIT KUMAR MEENA)
Addl. GENERAL MANAGER/MM
FOR CHIEF GENERAL MANAGER

Ammunition and Explosive Group of Ordnance Factories under Munitions India Limited

S.NO.	Name of Factories	Abbreviation
1	Ammunition Factory Kirkee	AFK
2	Cordite Factory Aruvankadu	CFA
3	High Explosive Factory, Kirkee	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

Abbreviations used in the advertisement/notification:

UR- Unreserved

SC- Scheduled Class

ST- Scheduled Tribes

OBC (NCL)- Other Backward Class

EWS- Economically Weaker Section

IDA- Industrial Dearness Allowance

OT- Overtime

LTC- Leave Travel Concession

O.F. DEHUROAD - Ordnance Factory Dehu Road

**APPLICATION FOR ENGAGEMENT OF GRADUATE PROJECT ENGINEER AND DIPLOMA
PROJECT ENGINEER ON TENURE BASIS**

(To be forwarded by Post)

To
The Chief General Manager,
Ordnance Factory Dehu Road,
Pune, Maharashtra -412101

Paste 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.	Discipline Applied for			
02.	Name in Block Letters (as mentioned in 10th standard)			
03.	Gender			
04.	Father's / Husband's Name			
05.	Date of Birth	Day (DD)	Month (mm)	Year (yyyy)
06.	Age (as on last date of receipt of application)	Year	Months	Days
07.	Nationality			
08.	Category [UR /SC/ST/OBC-NCL/EWS]			
09.	Whether Person with Disability or Not, if yes please mention details	Yes/No		
10.	Complete postal Address & pin code for communication	State:		Pin:
11.	Mobile/ Phone Number			
12.	E-mail ID			
13.	Two Prominent & visible identification mark	1)	2)	

14. Details of educational and other qualifications starting from X Standard/SSLC (including technical qualification):

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

***Note: If score obtained in CGPA format please provide percentage with relevant document**

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15. Details of Graduate/Diploma Apprenticeship from Ordnance Factories under MIL & other Factories:

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

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

Company Details	Designation	Period From	Period To	Nature of Duties

17. Check List of Enclosures:

Sl. No.	ENCLOSURES	YES / NO
1	Proof of Date of Birth	
2	Educational Qualification Certificates	
3	BE/B.Tech/Diploma certificate	
4	Experience Certificate	
5	Caste & Category Certificate: (SC/ST/OBC-NCL/EWS) – in prescribed proforma	
6	Declaration by OBC-(NCL)— Appendix - I	
7	Whether all above & documents / certificates are self-attested	
8	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 - 1

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)

CIN No. U29190PN2021GOI203505

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

Regd. Address: Munitions India Ltd, Ammunition Factory Khadki, Pune - 411 003 (Maharashtra)

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

Coporate Office Address: 2nd Floor Nyati Unitree Nagar Road, Yerwada Pune- 411 006(Maharashtra)

दूरभाष संख्या/ Phone No. : 020-67080400 Email - mil-pune@munitionsindia.in Website. <https://munitionsindia.in>