# Rashtriya Chemicals and Fertilizers Limited

(A Government of India Undertaking)
Administrative Building, Chembur, Mumbai- 400 074

Advertisement No.:01112026



Rashtriya Chemicals and Fertilizers Limited (RCF Ltd) is a leading profit making company in the business of manufacturing and marketing of Fertilizers and Industrial Chemicals having revenues from operation of around Rs. 18690.90 Crores. Company has been accorded the coveted "Navratna" status in August 2023. The Manufacturing units are in Maharashtra (at Thal - Dist. Raigad and at Trombay - Chembur, Mumbai) with National Level Marketing Network. Company provides excellent career growth opportunities.

I) **The Company invites applications for the Post of Advisor (For Ex-Employees of RCF):-**

| Name Of The Post& Discipline | Eligibility Criteria as on 01.11.2026 |
|---|---|
| **Advisor – Electrical on contract basis (No. of post –1)** | a) Applicant should have retired from the post of Chief Manager or above from RCF.<br>b) Applicant should possess hands on experience in Maintenance and operations in Electrical department within RCF for not less than 10 years.<br>c) Applicant's age shall be below 65 years while applying for the post of Advisor. Superannuated employee shall be engaged as an Advisor maximum up to the age of 65 years. |

II) **DATE OF RECKONING ELIGIBILITY CRITERIA.**

The cut-off date for determining eligibility criteria shall be **01.11.2026**.

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## III) NATURE OF JOB:

The post of Advisor – Electrical on contract basis is to perform Jobs as described in roles and responsibilities.

The Roles and responsibilities of Advisor shall include following but not limited to:

a. Daily follow up of all ongoing activities.
b. Regular review of progress, briefing to RCF Management.
c. Pinpointing the limitations/issues, shortfalls.
d. Expert advice for overcoming the limitations.
e. Plan of action for addressing the concerns.
f. Any other job entrusted.

## IV) REMUNERATION AND OTHER BENEFITS

a. Remuneration – Lump sum remuneration of 80% of last drawn Basic Pay + DA.
b. If staying in RCF Township, s/he will be allowed to retain Township accommodation for maximum period of one month from the last day of the contract and charged ALF, water charges and electricity charges etc. as per company's rules. In such case s/he will be paid lump sum remuneration of 70% of last drawn Basic+ DA.
c. In case s/he is posted at allocation where company quarters are not available, but bachelor guest house accommodation is available, the same shall be provided to him free of charge.
d. Tax implication, if any, on account of accommodation in township and other perquisites shall be borne by him/her. The payment shall be subject to TDS.
e. Casual leave will get accrued @ 1 day per month and can be availed accordingly. S/he will also be eligible for RCF Holidays.
f. S/he will not be eligible for any other benefits like PF, Gratuity, Earned Leave, Medical Leave, PRP etc.
g. S/he will be entitled for facilities such as medical, TA/DA, Sports Club etc. as applicable to her/his last regular employment in RCF.
h. Her/his appointment can be terminated by giving one month's notice from either side.
i. The GST, if applicable will be paid by RCF under the Reverse Charge Mechanism (RCM) and Input Tax Credit will be availed by RCF.

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j. Appointment will not entail in any way for establishing the relationship of employer and employee.
k. The appointment shall be for a period of six months.

## V) SELECTION PROCESS & PERSONAL INTERVIEW

a. The selection process is through Personal Interview.
b. Candidates will have to submit their application through email to the email id - advisor@rcfltd.com. The subject of the email send should be "Post applied for - Advisor – Electrical on contract basis".
c. Candidates fulfilling minimum Qualification criteria will be shortlisted for personal interview.
d. The Personal Interview may be conducted through Personal Interview/Video Conferencing/ Online Mode.

## VI) FINAL SELECTION:

**Personal Interview Criteria:**

| Sr. No. | Criteria | Marks |
|---|---|---|
| i | Personality & Communication Skills | 15 |
| ii | Subject knowledge | 50 |
| iii | Nature of experience | 20 |
| iv | General Awareness/Knowledge of Computer/Additional Qualification | 15 |
| **Total** | | **100** |

Candidates are required to qualify in the Personal Interview with minimum average of 50% marks in interview.

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## VII) HOW TO APPLY

1. Candidates are required to apply by sending duly filled application form providing details regarding age, date of birth,work experience etc. through email only. The format of application form is attached at **Annexure – I**
2. Candidates are required to attach the application form and scanned copies of the documents in support of age, date of birth, work experience, service certificate issued by RCF at the time of superannuation etc.
3. Applications will be accepted only through Email. Physical form of application will not be accepted.

## VIII) GENERAL INSTRUCTIONS

a. Applicants are advised to go through the advertisement carefully and ascertain their eligibility before submitting their applications.

b. Minimum eligibility criteria and mere possession of the same by the candidate does not entitle him/her for participating in the selection process. RCF Ltd's decision regarding eligibility & shortlisting of applications shall be final & binding and no queries or correspondence shall be entertained in this regard.

c. Details once submitted in application form will be final and request for any change including change in correspondence address/email address/mobile number will not be entertained.

d. Candidates should possess a valid email ID. No change in the email ID will be allowed once submitted. All information/communication regarding participating in the selection process shall be provided through email to the applicant.

e. Only short listed candidates who are prima facie found eligible based on the information submitted through their application form will be called for participating in the selection process and will be intimated through electronic mode for the personal interview and RCF will not be responsible for any delay or non-delivery of such intimation.

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f. Mere admission to the selection process does not imply that Company (RCF Ltd) is satisfied about candidate's eligibility. The candidates should ensure that the details mentioned in the application form are correct and are in conformity with the eligibility criteria for the post applied for.

g. Further, RCF Ltd reserves the right to cancel/restrict/enlarge/modify the appointment/selection process of advertised posts without any further notice or assigning any reasons whatsoever, if need so arises.

h. Any corrigendum/addendum/errata in respect of this advertisement shall be displayed only on RCF Ltd's website www.rcfltd.com under the head "HR-RECRUITMENT". Hence prospective applicants are advised to visit RCF Ltd website regularly for latest update with regard to this advertisement.

i. Court of jurisdiction for any dispute pertaining to any issue arising out of this appointment process will be at Mumbai only to the exclusion of all other Courts.

j. Decision of RCF in all matters relating to appointment will be final and binding on the candidate. No correspondence or personal enquiries shall be entertained by the RCF in this behalf.

k. Canvassing in any form at any stage shall be considered a disqualification for employment in the Company.

l. Applications will be accepted only through Email.

m. Physical form of application will not be accepted.

n. Applications sent to any other e-mail id will be rejected.

o. The last date and time of receiving applications is **16.11.2026 at 17.00 hours.**

**Encl.: -**
**Annexure I - Application Form**

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