ENGAGEMENT OF CONSULTANT / ADDITIONAL GENERAL MANAGER / DEPUTY GENERAL MANAGER / SENIOR MANAGER / DEPUTY MANAGER / ASSISTANT MANAGER / JUNIOR MANAGER AND JUNIOR TECHNICIANS ON FIXED TERM EMPLOYMENT

Advt. No.: AVNL/CO/HR/2026/06

RECRUITMENT NOTICE

Armoured Vehicles Nigam Limited (AVNL) is a new Defence Public Sector Company with its headquarters at Avadi (Chennai) (**AVNLCO**). AVNL comprises units viz. Heavy Vehicles Factory, Avadi, Tamil Nadu (**HVF**), Design and Development Centre, HVF Avadi, Tamil Nadu (**D2C-HVF**), Engine Factory Avadi, Tamil Nadu (**EFA**), Vehicle Factory Jabalpur, Madhya Pradesh (**VFJ**), Ordnance Factory Medak, Telangana (**OFMK**), Design and Development Centre, Medak, Telangana (**D2C-OFMK**), Machine Tool Prototype Factory, Ambernath, Maharashtra (**MTPF**), AVNL Institute of Learning, Avadi **(IOLAV**), AVNL Institute of Learning, Medak (**IOLMK**), AVNL Institute of Learning, Ambernath (**IOLAM**) and Liaison Office, New Delhi, Pune and new upcoming project locations across India as per requirement of the Company. AVNL is engaged in the manufacture of Main Battle Tanks, Infantry Combat Vehicles, Support vehicles and Defence mobility solutions for the armed forces and domestic security agencies.

Applications are invited through **ONLINE MODE** from eligible Indian Nationals for filling-up the following posts on **FIXED TERM EMPLOYMENT** and will be **posted to the Units/offices** as per details mentioned below:

01. NAME OF THE POSTS & VACANCIES:

Details of Vacancies in NON-EXECUTIVE POSTS

Post No	Name of Post	Unit	Vacancy on Vertical Reservation						Vacancy on Horizontal Reservation				
			UR	SC	ST	OBC-NCL	EWS	TOTAL	VH	HH	OH	MD	Ex-SM
01	Junior Technician (Electrician)	HVF	15	06	-	08	03	**32**	-	-	01	-	HVF- 44 EFA-02 OFMK-62
		OFMK	22	08	03	14	05	**52**	-	-	-	-	
02	Junior Technician (Electronic Mechanic)	HVF	19	07	-	10	04	**40**	-	-	-	01	
		OFMK	14	04	02	07	02	**29**	-	-	-	01	
03	Junior Technician (Electroplater)	HVF	01	-	-	-	-	**01**	-	-	-	-	
		EFA	03	-	-	-	-	**03**	-	-	-	-	
04	Junior Technician [Fitter (General)]	HVF	61	24	01	36	12	**134**	03	02	01	-	
		EFA	05	01	-	03	01	**10**	-	-	01	-	
		OFMK	102	40	18	68	25	**253**	05	04	02	03	
		MTPF	03	-	-	-	-	**03**	-	-	-	-	
05	Junior Technician (Foundrymen)	HVF	02	-	-	-	-	**02**	-	-	-	-	
		OFMK	14	04	02	07	02	**29**	-	-	-	-	
06	Junior Technician (Forger & Heat Treater)	OFMK	02	-	-	-	-	**02**	-	-	-	-	
07	Junior Technician (Machinist)	HVF	36	14	-	21	07	**78**	01	01	01	02	
		EFA	03	02	-	03	01	**09**	-	-	-	-	
		OFMK	44	14	06	26	09	**99**	02	01	01	01	
		MTPF	16	04	01	07	02	**30**	-	-	-	-	
08	Junior Technician (Mechanic Machine Tool Maintenance)	HVF	02	-	-	-	-	**02**	-	-	-	-	
		OFMK	10	03	01	05	02	**21**	-	-	01	-	
09	Junior Technician (OMHE at Raw Material Handling Plant)	HVF	26	02	07	12	06	**53**	-	-	-	-	
		OFMK	07	02	-	03	01	**13**	-	-	-	-	
10	Junior Technician [Painter (General)	HVF	04	-	-	01	-	**05**	-	-	-	-	
		OFMK	04	-	-	01	-	**05**	-	-	-	-	

Post No	Name of Post	Unit	Vacancy on Vertical Reservation						Vacancy on Horizontal Reservation				
			UR	SC	ST	OBC-NCL	EWS	TOTAL	VH	HH	OH	MD	Ex-SM
11	Junior Technician (Quality Assurance Assistant)	HVF	04	-	-	-	-	**04**	-	-	-	-	
		OFMK	15	07	03	11	04	**40**	-	02	01	-	
12	Junior Technician (Rigger)	HVF	01	-	-	-	-	**01**	-	-	-	-	
13	Junior Technician (Welder)	HVF	08	03	-	04	01	**16**	-	-	-	-	
		OFMK	18	06	02	10	03	**39**	-	-	-	01	
TOTAL			**461**	**151**	**46**	**257**	**90**	**1005**	**11**	**10**	**09**	**09**	**108**

Details of Vacancies in EXECUTIVE POSTS

Post No	Name of Post	Unit	Vacancy on Vertical Reservation						Vacancy on Horizontal Reservation				
			UR	SC	ST	OBC-NCL	EWS	TOTAL	VH	HH	OH	MD	Ex-SM
14	Junior Manager (Electrical)	HVF	06	01	-	03	01	**11**	-	-	-	-	-
		D2C-HVF	03	-	-	01	-	**04**	-	-	-	-	-
		D2C-OFMK	03	-	-	-	-	**03**	-	-	-	-	-
15	Junior Manager (Electronics)	HVF	05	02	01	03	01	**12**	-	-	-	01	-
		D2C-HVF	08	01	-	03	01	**13**	-	-	-	-	-
		D2C-OFMK	04	-	-	01	-	**05**	-	-	-	-	-
16	Junior Manager (Human Resources)	AVNLCO	05	01	-	01	-	**07**	-	-	01	-	-
		D2C-HVF	01	-	-	-	-	**01**	-	-	-	-	-
17	Junior Manager (Mechanical)	HVF	20	08	04	14	06	**52**	-	01	01	-	-
		IOLAV	01	-	-	-	-	**01**	-	-	-	-	-
		IOLAM	03	-	-	-	-	**03**	-	-	-	-	-
		AVNLCO	02	-	-	-	-	**02**	-	-	-	-	-
		D2C-HVF	12	03	01	06	02	**24**	-	-	-	-	-
		D2C-OFMK	06	01	-	02	01	**10**	-	-	-	-	-
18	Junior Manager (Metallurgy)	HVF	05	01	-	01	-	**07**	-	-	-	-	-
		D2C-OFMK	01	-	-	-	-	**01**	-	-	-	-	-
19	Junior Manager (Official Language)	AVNLCO	02	-	-	-	-	**02**	-	-	-	-	-
		HVF	02	-	-	-	-	**02**	-	-	-	-	-
20	Junior Manager (Artificial Intelligence)	D2C-HVF	03	-	-	-	-	**03**	-	-	-	-	-
21	Junior Manager (Finance & Accounts)	D2C-HVF	02	-	-	-	-	**02**	-	-	-	-	-
22	Assistant Manager (Finance)	AVNLCO	02	-	-	-	-	**02**	-	-	-	-	-
23	Assistant Manager (Civil)	AVNLCO	01	-	-	-	-	**01**	-	-	-	-	-
24	Assistant Manager (Company Secretary)	AVNLCO	01	-	-	-	-	**01**	-	-	-	-	-
25	Deputy Manager (Mechanical)	D2C-HVF	07	01	-	02	01	**11**	-	-	-	-	-
		D2C-OFMK	02	-	-	-	-	**02**	-	-	-	-	-
26	Deputy Manager (Electrical)	D2C-HVF	01	-	-	-	-	**01**	-	-	-	-	-
		D2C-OFMK	01	-	-	-	-	**01**	-	-	-	-	-
27	Deputy Manager (Electronics)	D2C-HVF	04	-	-	01	-	**05**	-	-	-	-	-
		D2C-OFMK	01	-	-	-	-	**01**	-	-	-	-	-
28	Deputy Manager (Information Technology)	AVNLCO	03	-	-	-	-	**03**	-	-	-	-	-
29	Deputy Manager (Marketing)	AVNLCO	05	01	-	01	-	**07**	-	-	-	-	-
30	Deputy Manager (Public Relations & Corporate Communication)	AVNLCO	01	-	-	-	-	**01**	-	-	-	-	-

Post No	Name of Post	Unit	Vacancy on Vertical Reservation						Vacancy on Horizontal Reservation				
			UR	SC	ST	OBC-NCL	EWS	TOTAL	VH	HH	OH	MD	Ex-SM
31	Deputy Manager (Artificial Intelligence)	D2C-HVF	01	-	-	-	-	**01**	-	-	-	-	-
32	Consultant (Finance & Audit)	AVNL CO	01	-	-	-	-	**01**	-	-	-	-	-
33	Addl. General Manager (Business Development)	AVNL CO	01	-	-	-	-	**01**	-	-	-	-	-
		VFJ	01	-	-	-	-	**01**	-	-	-	-	-
34	Deputy General Manager (Company Secretary)	AVNL CO	01	-	-	-	-	**01**	-	-	-	-	-
35	Senior Manager (Cyber Security)	AVNL CO	01	-	-	-	-	**01**	-	-	-	-	-
36	Senior Manager (Intellectual Property)	AVNL CO	01	-	-	-	-	**01**	-	-	-	-	-
TOTAL			**130**	**20**	**06**	**39**	**13**	**208**	**-**	**01**	**02**	**01**	**-**

The total number of projected vacancies indicated above is provisional and AVNL reserves the right to increase or decrease the vacancies at the discretion of AVNL management. Reservation for PwBD candidates and Ex-Servicemen as per Government Guidelines. The details on suitable categories of Benchmark Disabilities identified for the above posts are as below:

Post No	Name of the Post	Identified type of Disabilities Suitable for the Post / Trade
01	Junior Technician (Electrician)	OL, LC, AAV, D, LV
02	Junior Technician (Electronic Mechanic)	LV, HH, OL, LC, BL,D, AAV
04	Junior Technician (Fitter [General])	LV, HH, OL, BL, LC, D, AAV
07	Junior Technician (Machinist)	LV, HH, OL, LC, AAV
08	Junior Technician (Mechanic Machine Tool Maintenance)	HH, OL, LC, D, AAV
11	Junior Technician (Quality Assurance Assistant)	HH, OL, BL, LC, D, AAV
13	Junior Technician (Welder)	HH, OL, D, AAV
15	Junior Manager (Electronics)	HH, LD, OL, OA, LC , D, AAV
16	Junior Manager (Human Resources)	LV, HH, LD, OL, OA, LC, D, AAV
17	Junior Manager (Mechanical)	HH, OL, OA, LC, D, AAV

OL - One leg, **BL** - Both Leg, **LC** - Leprosy Cured, **AAV** - Acid Attack Victim, **LV** - Low Vision, **HH** - Hard of Hearing, **D** - Dwarfism, **OA** - One Arm, **LD** - Loco Motor Disability

02. QUALIFICATION:

Sl. No.	Name of the Post	Qualification(s)
01	Junior Technician (Electrician, Electronic Mechanic, Electroplater, Fitter (General), Forger & Heat Treater, Foundrymen, Machinist, Mechanic Machine Tool Maintenance, OMHE at Raw Material Handling Plant, Painter General, Quality Assurance Assistant, Rigger and Welder.	NTC/NAC in relevant trade issued by National Council for Vocational Training (NCVT).
02	Junior Manager (Mechanical)	B.E. / B. Tech in Mechanical Engineering or equivalent discipline
03	Junior Manager (Electronics)	B.E. / B. Tech in Electronics Engineering or equivalent discipline
04	Junior Manager (Electrical)	B.E. / B. Tech in Electrical Engineering or equivalent discipline
05	Junior Manager (Metallurgy)	B.E. / B. Tech in Metallurgy Engineering or equivalent discipline
06	Junior Manager (Human Resources)	Graduate Degree in any discipline with MBA (HR) (OR) PG Diploma / Post Graduate in HR / PM&IR / Personnel Management / Industrial Relations / Social Science / Social Welfare / Social Work of 2 years duration from recognized University /

		Institution.

Sl. No.	Name of the Post	Qualification(s)
07	Junior Manager (Official Language)	Degree with 01-year Diploma in Hindi / Hind Translation (OR) M.A. in Hindi/Hindi Translation.
08	Junior Manager (Artificial Intelligence)	B.E. / B. Tech in Computer Science Engineering /Information Technology / Software Engineering / Artificial Intelligence and Machine Learning/ Electronics and Communications or equivalent discipline. **Desirable:** Knowledge of Artificial Intelligence and Machine Learning, Electronic Warfare Systems, Cyber Security, Embedded Systems and Counter Measure Techniques**.**
09	Junior Manager (Finance & Accounts)	Graduate Degree in Commerce/Economics
10	Assistant Manager (Civil)	B.E. / B. Tech in Civil Engineering or equivalent discipline
11	Assistant Manager (Finance)	Graduate degree in any discipline with MBA (Finance) **(or)** PG Diploma / PG Degree in Finance & Accounts of 2 years duration from recognized University / Institution.
12	Assistant Manager (Company Secretary)	Graduate Degree in any discipline from a recognized University /Institute and having acquired Company Secretary Qualification with Associate/Fellow membership of ICSI.
13	Deputy Manager (Information Technology)	B.E. / B. Tech in Computer Science Engineering /Information Technology /Information Science and Technology / Software Engineering / Computer Technology / Computer Systems / Information Systems / Information Science / Software Engg.
14	Deputy Manager (Public Relations & Corporate Communications)	Post Graduate Degree in Journalism & Mass Communication.
15	Deputy Manager (Marketing)	Graduate Degree in any discipline with MBA in Marketing Management.
16	Deputy Manager (Mechanical)	B.E. / B. Tech in Mechanical Engineering or equivalent discipline **Desirable:** Knowledge in 3D Modelling and 2D Drafting on using software like Siemens, NX/Solid works/CATIA/Creo, Software's like ANSYS/ABAQUS/HYPERMESH/ADAMS and able to understand complex engineering design drawing (Mechanical).
17	Deputy Manager(Electrical)	B.E. / B. Tech in Electrical Engineering or equivalent discipline **Desirable:** Knowledge of Servo drives, electro-mechanical drives, MATA LAB Simulations and to understand complex designs electrical circuit drawings electronics model etc.
18	Deputy Manager (Electronics)	B.E. / B. Tech in Electronics Engineering or equivalent discipline **Desirable:** Knowledge of latest technologies in Electronics, Servo drives Transducers and sensors, Communications system, MATA LAB Simulations and to understand complex design Electronic Circuit drawings, Electronic Models
19	Deputy Manager (Artificial Intelligence)	B.E. / B. Tech in Computer Science Engineering /Information Technology / Software Engineering / Artificial Intelligence and Machine Learning / Electronics and Communications or equivalent discipline with Knowledge of Artificial Intelligence and Machine Learning, Real –Time Software development, Electronic Warfare Systems and Counter Measures Techniques **Desirable:** M. Tech/M.E. specializations in Electronic Warfare/ Machine learning/ Artificial Intelligence/ Cyber Security/ Embedded Systems**.**
20	Consultant (Finance & Audit)	Chartered Accountant with 10 years of experience in handling Finance and Audit in Government departments/PSUs
21	Additional General Manager (Business Development)	Retired Officers of the Indian Army (Armoured Corps/Ordnance/Infantry) minimum in the rank of Colonel (L-13 Pay scale and above) with 15 years of experience in Directorate of Army Cops/Procurement of Capital items/Procurement Category Management.

Sl. No.	Name of the Post	Qualification(s)
22	Deputy General Manager (Company Secretary)	Graduate Degree in any discipline from a recognized University /Institute and having acquired Company Secretary Qualification with Associate/Fellow membership of ICSI, with minimum 09 years of service, out of which 03 years' experience on thorough knowledge of matters pertaining to strong, legal, commercial background and expertise in corporate secretarial matter of a Ratna Category PSU, preferably DPSU or listed companies.
23	Senior Manager (Cyber Security)	B.E. / B. Tech in Cyber Security / Computer Science Engineering /Information Technology /Information Science and Technology / Software Engineering / Computer Technology / Computer Systems / Information Systems / Information Science / Software Engg. **(or)** Master of Computer Application (MCA) with licensing/certification for Cyber Security Consultant **Experience:** Bachelor's Degree in Cyber Security + 1 year experience in Cyber Security related works (OR) Bachelor's Degree in Other Disciplines + 5 years' experience in Cyber Security related works. **Desirable:** Skilled like Oracle, Linux MYSQL, UNIX, Windows and other Operating Systems, SDN, experience with open-source penetration testing tools sets, Virtualization and Cloud Security. Deep understanding of Cyber Security and Advanced Persistent Threats (APT). Balanced expert level knowledge and real-world experience in cyber security and enterprise security.
24	Senior Manager (Intellectual Property)	Degree in Science, Engineering or Technology discipline with 06 years' experience in Indian Patent Firm and should have passed the Patent Agent Examination conducted by Indian Patent Office under the Controller General of Patents, Design & Trade Marks (CGPDTM) and registered as a Patent Agent with the Register of Patent Agents renewed up to date.

02.1 Qualification in the following disciplines/ branch of Engineering will be considered as equivalent:

Sl No	Concerned Discipline / Branch	Disciplines of Engineering degree considered as equivalent by AVNL
1	Electronics	1. Electronics Engineering; 2. Electronics & Communication Engineering; 3. Electronics & Instrumentation Engineering; 4. Electronics Design & Technology Engineering; 5. Applied Electronics Engineering; 6. Electronics & Telecommunication Engineering; 7. Electronics & Control Engineering
2	Mechanical	1. Mechanical Engineering; 2. Industrial and Production Engineering; 3. Mechanical Production and Tool Engineering; 4. Production Engineering; 5. Production Technology Manufacturing Engineering; 6. Production and Industrial Engineering; 7.Manufacturing Technology; 8.Aerospace Engineering; 9. Aeronautical Engineering 10. Automobile Engineering
3	Electrical	1. Electrical Engineering; 2. Electrical & Electronics Engineering
4	Computer Science	1. Computer Science Engineering; 2. Information Technology Engineering

03. TENURE OF ENGAGEMENT: Fixed Term Employment for a period of 1 year initially, extendable by 03 more years (maximum 4 years). Further, Fixed Term Employment may be extended beyond maximum term of 4 years as per Organizational requirement and candidate performance. However, remuneration will be decided at the time of extension of term, if any. The engagement is purely contractual for a specified period and candidates shall not make any claim for regular employment in AVNL.

04. AGE LIMIT: The age limit of different levels of posts as on closing date of the Online Registration is as under:

S.NO.	Post	Age limit (in years)
1.	Junior Technician, Junior Manager, Assistant Manager and Deputy Manager	**Upto 30 years** and (Maximum 55 years with all relaxations on age)

2.	Senior Manager, Deputy General Manager, Additional General Manager and Consultant	**Below 65 years** (Inclusive of all relaxation on age)

05. REMUNERATION: The Candidates on selection shall be eligible for the following remuneration according to the posts they are engaged:

Sl. No.	Name of the Post	Basic	IDA	Special allowance @ 5% of the Basic	Medical Insurance, conveyance and mobile charges per month	Total
1	Junior Technician	Rs. 21000	As applicable	Rs. 1050	Rs. 3000	Rs. 25050 + IDA
2	Junior Manager	Rs. 30000		Rs. 1500	Rs. 3000	Rs. 34500 + IDA
3	Assistant Manager	Rs. 40000		Rs. 2000	Rs. 3000	Rs. 45000 + IDA
4	Deputy Manager	Rs. 50000		Rs. 2500	Rs. 3000	Rs. 55500 + IDA
5	Senior Manager	Rs. 70000		Rs. 3500	Rs. 3000	Rs. 76500 + IDA
6	Deputy General Manager	Rs. 80000		Rs. 4000	Rs. 3000	Rs. 87000 + IDA
7	Additional General Manager	Rs. 100000		Rs. 5000	Rs. 3000	Rs. 108000 + IDA
8	Consultant	Rs. 120000		Rs. 6000	Rs. 3000	Rs. 129000 + IDA

In addition to the above, Annual Increment @3%, Earned Leave @18 days per annum and 10 Casual Leave, PF, Gratuity per annum. Further, Medical treatment to employees engaged on Fixed Term Employment will be provided in-patient treatment for self and family members – spouse and two living children during the course of is engagement. On discontinuation, the facilities automatically cease. Apart from the above mentioned remuneration and benefits the contract employees will not be eligible for any other benefit/facilities.

06. SCHEME & SYLLABUS OF EXAMINATION:

(i) The written examination will consist of ONE paper conducted in Computer Based Test (CBT) mode.
(ii) The paper will be of "Objective-Multiple-Choice-Type" of maximum **100** Marks.
(iii) The paper will consist of two parts:
(a) PART-A (50 marks) shall consists of 50 questions (1 mark each) on General Awareness, General English, Quantitative Aptitude, Reasoning Ability & Computer Aptitude each consisting of 10 questions. **The questions will be up to 10th Standard for Junior Technician and Graduate Level for Other Posts.**
(b) PART-B (50 marks) shall consists of 50 questions (1 mark each) on relevant Trades for Junior Technician post and on relevant subject/Discipline for remaining posts.
(iv) The total weightage on written examination will be considered for 100% for **Junior Technician Post** and 85% for **Junior Manager, Assistant Manager and Deputy Manager**. No written examination for **Senior Manager, Deputy General Manager, Additional General Manager and Consultant** posts.
(v) All the questions will be compulsory. There will be no negative marking for wrong answer.
(vi) Candidates who are declared qualified in the written test for the post of **Junior Technician** will have to undergo **Trade Test** of the relevant trade which is of **qualifying nature**.
(vii) The subject of the written examination, the maximum marks allotted to each paper, no. of questions and the time allowed is given in the table below:

Subject	No. Of Questions	Maximum Marks	Time Allowed
PART-A (General Paper)	1. General Awareness (10 Questions)	10 Marks	2 Hours
	2. General English (10 Questions)	10 Marks	
	3. Quantitative Aptitude (10 Questions)	10 Marks	
	4. Reasoning Ability (10 Questions)	10 Marks	
	5. Computer Aptitude (10 Questions)	10 Marks	
	Total	**50 Marks**	

PART-B (**FOR JUNIOR TECHNICIAN POST**) (Subject Paper) Questions from NCVT Syllabus of relevant Trade	50 Question	**50 marks**	
PART-B (**FOR JUNIOR/ASSISTANT/ DEPUTY MANAGER POST**) (Subject Paper) Questions from relevant discipline	50 Question	**50 marks**	
Total	**100 Question**	**100 marks**	

(viii) **Interview / Trade Test**:

a) For Junior Technician posts: Trade Test (Practical) will be conducted at the respective Units of AVNL to access the suitability/ Fitness of the candidate. The syllabus for the Trade Test will be as per **Annexure-A**. The merit of the candidates will be decided solely based on the merit of the Written Test Marks.

b) For Junior / Assistant / Deputy Manager Posts: Interview will be conducted to assess the technical knowledge, prior work experience, initiative & ability, decision making etc. Interview will be conducted for 50 marks for the post. The total weightage of the Interview will be for 15%. The merit of the candidates will be decided solely based on the result of Written Exam and Interview performance.

c) For Senior Manager / Deputy General Manager / Additional General Manager / Consultant shall be engaged through various **assessment parameters (Presentation, Experience, Expertise, Knowledge etc.) and Interview.**

07. CHARACTER & MEDICAL: The Selected Candidates is subject to verification of Educational / Technical Qualifications, Category / Disability Certificate, Experience Certificate and Character & Antecedents, as the case may be with the concerned authorities, as per the rules of AVNL. The appointment of selected candidates will be subject to being declared "MEDICALLY FIT" by competent authority as per prescribed policy of the company.

08. GENERAL CONDITIONS:

(a) Applications will be processed as per vacancies available in different units of AVNL.

(b) All qualifications should be obtained from Universities / Institutions recognized by State / Central Government / UGC / AICTE as applicable. Trade Certificate should be from respective ITI / Technical institutions recognized by National Council for Vocational Training (NCVT).

(c) All computation of age/experience requirement/qualification shall be done w.r.t. the closing date of online registration.

(d) In case there is no mention of specialization in the qualifying degree as required in the minimum essential qualification mentioned above, candidates are required to submit a certificate at the time of interview / Trade Test from their University / Institution with a clear mention of their specialization.

(e) Wherever CGPA/OGPA/CPI/DGPA or letter grade in a qualifying degree (Essential Qualification) is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by the University/Institute.

(f) The category once filled in the online application form cannot be changed. Candidates claiming to belong to a particular category should have valid SC/ST/OBC-NCL/EWS/PwBD certificate, as the case may be from the Competent Authority (in the latest prescribed format of Govt. of India). Upper age limit is relaxed by 5 years for SC / ST candidates, by 3 years for OBC-NCL candidates, by 10 years for PwBD candidates, Relaxation of age to Ex-Serviceman will be as per Govt. Guidelines. Upper age limit for Ex-Trade Apprentice of AVNL is relaxable by the Period of Apprentice Training undergone by the candidate under Apprenticeship Act.

(g) Depending on the requirement, AVNL reserves the right to cancel/restrict/curtail/enlarge the number of vacancies, if need so arises, without any further notice and without assigning any reason thereof.

(h) Assistive device / Scribe's, if any required by the PWD candidates shall be allowed at the examination centre. However, permission of the Scribe is to be obtained from this office by sending mail to **tacp.avnl@avnl.co.in**. Necessary form is available on AVNL website. Candidates may download the form, fill the details and send scanned copy by email. Candidates are required to present the original copy to the invigilator at the time of Computer Based Test (CBT).

(i) Any proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto can be instituted only in Chennai and courts / tribunals / forums at Chennai only shall have sole and exclusive jurisdiction to try any such cause / dispute.

(j) While applying for the post, the applicant should ensure that he/she fulfils the eligibility for age/post/unit/vacancy and other norms mentioned above, as on the specified dates and that the particulars furnished are correct in all respects. In case it is detected at any stage of engagement that a candidate does not fulfil the eligibility norms, his/her candidature will stand automatically cancelled. If

any of the above shortcoming(s) is/are detected even after appointment his/her contract services are liable to be terminated without any notice. Canvassing in any form shall disqualify the candidate.

09. APPLICATION FEE & PAYMENT IN ONLINE MODE:

(i) Candidates belonging to General/EWS/OBC category are required to pay a non-refundable application fee of Rs.300/-.

(ii) The SC/ST/PwBD/XSM category & Female candidates need not pay the application fee.

(iii) Candidates shall pay the fees online (through Net banking / Debit Card / Credit Card / UPI). The online payment option will be available in the online application.

(iv) Fees once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility criteria before paying the application fee.

10. TEST CENTRES:

Place of Written Test (CBT) will be in **Chennai, Bengaluru**, **Hyderabad, Jabalpur, Nagpur, Pune, Mumbai, New Delhi, Kolkata and Kanpur**. Candidate has to indicate the Test Center in the Online Application Form. AVNL reserves the right for modification/addition/cancellation of any test centers notified herewith depending on the number of applicants eligible for appearing the test. On modification/addition/cancellation of any test centers, the candidate will be assigned a new test center.

11.

11. SELECTION PROCESS:

(i) Selection will be through **Computer Based Online Test – CBT** for eligible candidates based on initial screening of applications, followed by an Interview / Trade Test. **No written Test (CBT) shall be held** for the posts of Senior Manager, Deputy General Manager, Additional General Manger and Consultant.

(ii) Candidates qualifying the Written Test will be called for Interview (other than Junior Technicians) and Trade Test (Junior Technicians) in the ratio of post: candidate = 1:3 in the order of merit in each category. The final ratio will be decided by the AVNL Management depending on the number of candidates qualifying the Computer Based Online Test (CBT).

(iii) Senior Manager/Deputy General Manager/Additional General Manager/Consultant - Interview at AVNL CO, Avadi. Date and time will be intimated to the eligible candidates separately.

(iv) The names of candidates shortlisted for CBT / Interview / Trade Test and final selections will be notified on AVNL website.

12. HOW TO APPLY:

(i) Interested candidates should log on to AVNL website https://avnl.co.in and visit the career section to apply. Click on the link provided to open the online application form.

(ii) Candidates are required to possess a valid Mobile Number & email ID. AVNL will not be responsible for bouncing back any email sent to the candidates.

(iii) Candidates are required to upload the photograph, signature along with the other documents (DOB proof, Proof of Educational Qualification, Category Certificate, Apprenticeship Training Certificate, PwBD and XSM), if applicable.

(iv) **After applying online, the candidate is required to download the application slip generated by the system with unique application number**. Copy of application slip may be retained by the candidate for future reference. No document is required to be sent to AVNL by post.

(v) It is mandatory that eligible candidates go through the full text of the advertisement and agree to all the conditions given, while applying for the post. Any further addendum / corrigendum / updates will only be published on AVNL website.

(vi) **Selection of Option for ALL Units where ever post is available is MANDATORY to complete the application**.

(vii) Uploading of Documents: The candidates should necessarily upload all the documents while applying. Applications with incomplete / insufficient documents are liable to be rejected / not considered for further process.

(viii) Candidates are advised to apply for one post, in case of clash in dates of CBT, the candidate will have to exercise the choice and opt for appearing in one of the post/ trade.

(ix) In case of any issue related to submission of online application and Fee payment candidate may contact via Help-desk Tab provided in online Application Portal and "**Help Desk" Phone No: 022-61087565** between Monday to Friday (During 10 AM to 5 PM).

(x) The step to step process to apply is as below:

STEP- I : REGISTRATION
1. Visit **AVNL website click on the tab "Careers" available at https://avnl.co.in**
2. Go to **Career → "Register"**
3. Fill in: • Post name • Post Code(auto selection) • Name • Mobile Number • Email ID
4. Generate OTP
5. Enter Captcha and Submit
6. Enter OTP
7. Accept Terms & Conditions by clicking **"I Agree"** checkbox
8.Click re-verify
9. Select the checkboxes if the entered value is displayed correctly
10. Enter Captcha for re-verification
11. Submit registration details
12. Receive Registration NumberLogin ID & Password on registered Email/Mobile
STEP- II FILLING UP OF APPLICATION FORM & FEE PAYMENT
1. Click **"Go to Application"** or re-login again with login ID & Password
2. Fill complete application form
3. Upload: • Photograph • Signature • Required Documents(DOB Proof, Proof of Education Qualification, Category Certificate, Apprenticeship Training Certificate,PwBD,ex-servicemen) if applicable.
4. Preview application form before submission
5. Edit details if required (Name, Post Applied, Email ID & Mobile Number cannot be changed)
6. Submit application by clicking **I Agree** & entering captcha
STEP- III FEE PAYMENT
1. Choose payment mode
2. Redirected to Payment Gateway
3. Do not refresh or go back during payment
4. Verify fee details
5. Pay application fee through online payment
6. Successful payment confirmation
7. Redirected back to submitted application form
8. Download Application/Registration form
APPLICATION PROCESS COMPLETED

13. PERSONAL DOCUMENTS:

(i) Class X passing Certificate / Mark sheet, PAN Card and Aadhaar Card for Name and DOB proof (Name & DOB should appear in conformity on all documents.

(ii) Caste / disability certificate (For SC/ST/OBC-NCL/PwBD/EWS candidates) as applicable.

(iii) Trade Apprentice Training Certificate for Ex-Trade Apprentice of AVNL.

(iv) OBC-NCL certificate should be in central format for the current financial year (FY 2026-27).

(v) EWS candidates need to submit current year Income & Asset certificate in the prescribed format i.e. the certificate should be valid for FY 2026-27 based on the income of FY 2025-26.

(vi) Disability certificate should be as per the latest prescribed central Govt. Format generated online through the Swavalamban / UDID portal (clearly indicating the type and percentage of disability) in line with the identified disability for the posts as mentioned in this advertisement.

14. QUALIFICATION DOCUMENTS:

(i) NTC / NAC certificate in the relevant trade issued by National Council for Vocational Training (NCVT) for Junior Technician Post.

(ii) Bachelor Degree (Provisional / Final) Certificate for other Post.

Commencement of online application : 11.07.2026 (10:00 AM onwards)

Closing date of online application : 25.07.2026 (11:55 PM)

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AVANI
सर्वा: प्रदिशो जयेम