



Rashtriya Chemicals and Fertilizers Limited
(A Government of India Undertaking)
Administrative Building, Chembur, Mumbai 400 074



"RCF strives to have a workforce which reflects gender balance and women candidates are encouraged to apply."

RCF Ltd is a leading profit making company in the business of manufacturing and marketing of Fertilizers and Industrial Chemicals having sales turnover around Rs.7200 crores. 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.

The Company invites applications for the post of:

Management Trainee (Marketing) - 10 vacancies

Minimum Eligibility Criteria:

Qualification:

Regular Full time B.Sc. (Agriculture) plus UGC recognized two years' full time MMS/MBA (Marketing) or other equivalent UGC recognized two year full time regular Post Graduate Degree/Master Degree with specialization in Marketing.

Minimum Percentage:

60% (aggregate) in final year of B.Sc. (Agriculture)/Last two semesters of B.Sc.(Agri.)

60% (aggregate) in final year/last two semester of post-graduation.

For SC/ST category candidates, the prescribed percentages are relaxed by 5%.

Wherever CGPA/OGPA or letter grade is awarded in a degree, the candidate will have to indicate the equivalent percentage of marks in the application.

Functional knowledge of computers is essential for the post.

Desired knowledge of language

Telugu, Tamil, Kannada, Gujarati, Bengali & Marathi.

Candidates fluent in speaking one or more languages mentioned above will be preferred. Proficiency of language will be decided preferably on the basis of language taken as per SSC mark sheet and also on the basis of fluency in speaking the said language during their personal interview.

Reservation for SC/ST/OBC:

Out of the 10 posts, 1 post is reserved for SC, 1 post is reserved for ST and 3 posts are reserved for OBC. Out of 10 posts, one post is reserved for PWBD.

The reservation for PWBD (Person with Benchmark Disabilities) is as per Govt. guidelines. (one upper limb affected or HH (Hearing Handicap or impaired)

(Candidates belonging to other categories of PWBD may also apply against post reserved for Handicapped, as the post may be exchanged in case the requisite Category's candidate is not available).

The number of vacancies is tentative and may increase or decrease at the discretion of RCF Ltd. and in compliance of the Presidential Directives on reservation at the time of appointment. Accordingly, RCF Ltd. reserve the right to cancel/restrict/modify / alter the requirements advertised, if need so arises, without any further notice or assigning any reason therefor. In addition to the notified vacancies a panel of candidates shall also be created for unforeseen vacancies, including but not limited to vacancies caused by cessation of service of selected candidates, arising within one year from date of empanelment. Posts shall be filled according to reservation position. Accordingly, SC/ST/OBC/PWBD/ExSM category candidates are encouraged to apply.

PWBD reservation is applied on horizontal inter-locking basis in case of UR/SC/ST/OBC vacancies.

The PWBD categories identified for above posts are as per the latest list of "Group A - Posts identified for Persons with Benchmark Disabilities (New)" available on the website of Office of The Chief Commissioner for Persons with Disabilities, Ministry of Social Justice and Empowerment, Government of India at <http://www.ccdisabilities.nic.in> as on the date of advertisement.

Upper Age Limit as on 01.04.2018:

General – Maximum 27 years,

For SC/ST Category – Maximum 32 years.

For OBC Category – Maximum 30 years

For PWBD Category(General) – Maximum 37 years

For PWBD Category(SC/ST) – Maximum 42 years

For PWBD Category(OBC) – Maximum 40 years

The age limit is relaxable by 5 years in case of SC/ST, 3 years in the case of OBC (Non Creamy Layer) in disciplines having reserved posts for SC/ST/OBC.

The age limit is relaxable by 10 years in the case of Persons with Benchmark Disability candidates, 5 years for candidates domiciled in Jammu and Kashmir between 1.1.1980 to 31.12.1989, 5 years for Ex-servicemen, 5 years for Children/family members of the victims of 1984 riots.

The postings of the selected candidates may be at any of the Units / Area offices of the company as decided by the Management.

Experienced candidates in Marketing are also eligible to apply for the Management Trainee position within eligibility criteria.

Salary and Other Benefits:

Selected candidates will be undergoing training for one year and will be offered a lump sum stipend of Rs. 30000/-per month. Free lodging and boarding facility will be provided at company's hostel, if posted in Trombay/ Thal unit.

Management Trainees posted in locations other than Trombay and Thal (Marketing Area Office) shall be entitled for a fixed allowance @ Rs. 2500/- p.m. towards boarding, lodging and local travelling expense. They will also be entitled for TA/DA

while on tours as per existing TA/DA policy of the company. They will be provided medical treatment for self and accident insurance.

After successful completion of training they will be absorbed in E1 Grade in the scale of pay of Rs. 16400-40500 (under revision). The minimum Total Monthly Gross emoluments would include Basic Pay plus DA, plus House Rent Allowance and other allowances which works out to Rs. 50,000/- approximately.

Besides, on absorption, the employee is entitled to company accommodation (Accommodation in the Company's township will be provided in Thal Unit and is subject to availability in Trombay Unit.), Performance Related Pay (PRP), Free Medical Facility for self and dependents, Gratuity, Contributory Provident Fund, Accident Insurance, Pension Scheme and Social Security Schemes as per Company rules.

Selection:

Shortlisted Candidates will be called for Online Test. The mode of selection for the above posts will be online test and personal interview. Final merit list shall be prepared on the basis of weightage of 80:20 for online test and Interview respectively. The Company reserves the right to call only those candidates for online test / interview who according to its decision, rank high in terms of eligibility criteria from the applications received. Merely meeting the minimum eligibility criteria will not make any candidate automatically entitled for being called for online test/ interview. RCF reserves the right to cancel or add any test center or change the center chosen by the candidate. No correspondence will be entertained in this regard.

Service Bond

Selected candidates will have to execute a bond of Rs. 100,000/- to complete the training and to serve the company for minimum period of three years after completion of training. The amount of Rs. 1,00,000/- shall be recovered from the candidate as deposit from their monthly stipend (Rs. 8000/- each in the first 10 months and Rs. 10,000/- in last 2 months of the training period). Any trainee leaving in between, his recovered deposit amount will be forfeited in addition to other dues, if any. Candidates completing the 3 years service under the bond will be refunded an amount of Rs. 1,15,000/-

How to Apply:

1. Candidates have to log on to website www.rcfltd.com and go to recruitment section for submitting the online application.
2. The below mentioned information should be readily available while filling up the online application form.

Since the online application form requires details of payment of processing fee (only for General and OBC applicants), caste/disability (in case of SC/ST/OBC/PWBD applicants) and the percentage of marks obtained in the qualifying examination, the candidates must have the relevant documents/ details readily available with them at the time of filling the online application form. Following are the specifications for uploading the documents –

Photo - Image should be of size 165 x 125 pixels in jpg/jpeg format and should not exceed 50 KB and not less than 20KB.

Sign - Image should be of size 80 x 125 pixels in jpg/jpeg format and should not exceed 50 KB and not less than 20 KB.

Documents - The minimum size for document upload is 60kb (jpg format) and maximum size is 200kb (jpg format).

3. On submitting the application, online, if the same is accepted, the system will generate a Unique Application Number which will get printed on the Application Form.

It may be noted that mere acceptance of the Online Form by the system does not mean that the candidature is accepted. This is subject to the candidate meeting the eligibility criteria exhaustively.

On filling up the Online Application Form, the candidate should check the details that he/she has filled in and if any corrections are required, the same should be done. He/she has then to confirm the details by pressing the "Submit Form" button after which no changes will be possible in the details provided. Then he/she is required to take a print of the application form. The candidates can also take the print out of application form later by submitting the application number in the link on the website under recruitment section. The candidates are required to note the application number for future reference.

4. Candidates should retain a photocopy of their Application Form for future reference.
5. For any queries related to the online form, please email us on mtmktg2018@rcfild.com & call us on 02242040240 (From 9:00 am to 6:00 pm) Monday to Friday.
6. **How to submit Application Fee through payment Gateway : (only for General and OBC candidates)**

There is no application processing fee for SC / ST / PWBD. General & OBC candidates are required to pay a non-refundable application processing fee of Rs. 700/- plus applicable bank charges.

The Application Fee is NOT REFUNDABLE in any case.

7. Candidates will have to submit the acknowledgement/ receipt of online payment at the time of online test.

Please read all the Instructions carefully before filling up the Form.

GENERAL INSTRUCTIONS

1. The candidates should specify an active e-mail id and mobile number which will be valid throughout the recruitment / selection process.
2. The eligible candidates will be intimated about the date, time and venue of online test/interview through sms / e-mail (on the e-mail id provided by them) in the application form.

For appearing for the online test, SC/ST and PWBD candidates and for appearing for personal interviews, all the candidates will be reimbursed to and from II sleeper class/bus (restricted to II sleeper class) fare by the shortest route on production of the ticket. The TA form is available on the website under recruitment section. The Outstation (With reference to test centers)

SC/ST/PWBD candidate should take the print of TA form and bring duly filled form along with the RTGS form/Blank Cancelled cheque copy and PAN card copy while appearing for online test.

3. The reimbursement will only be done on the correspondence address mentioned by the candidate in the Application Form.
4. A sample set of questions in form of online demo is available on the website from 12TH June 2018 to facilitate the SC/ST candidates to understand about the nature of the test.
5. Candidates have to make their own arrangement for lodging and boarding while appearing for interview/online test.
6. Candidates presently employed in Govt. Dept. / PSUs / Semi Govt. Departments will be required to submit NOC at the time of interview.
7. Candidates belonging to OBC but coming in 'creamy layer' will not be entitled to reservation benefits and should apply as General category. No relaxation in age is applicable for this category.

Candidates belonging to OBC (Non creamy layer), submitting certificate in the prescribed format and which is issued after **1st April, 2018** (as given in Annexure A) will only be considered in the OBC category. If the certificate is not produced or not produced in the prescribed format, the candidates will be considered in General category, without any age relaxation.

8. Candidates applying under SC/ST category but not submitting the application along with caste certificate in the prescribed format (as given in Annexure-B) will not be considered in SC/ST category.

The candidates have to strictly follow the instructions as regards the Caste Certificate.

Candidates fulfilling the eligibility criteria given in the advertisement only should apply.

It may be noted that furnishing of wrong / false information / incomplete documents will lead to disqualification and RCF will not be responsible for any of the consequences of furnishing such wrong /false information / incomplete documents by the candidate.

9. Application of PWBD candidates not submitted along with certificates in the prescribed format (as given in Annexure C) will not be considered.
10. The Online Application system will close at 5 pm on 12TH June 2018.
11. Application Form of SC/ST/PWBD candidates without a copy of the prescribed certificate from competent Authority will be rejected. Application of OBC candidates without prescribed certificate will be subject to clause 7 above.
12. No communication (written/telephonic) will be entertained after the closing date of the submission of the Application Form, as regards the date of online test etc. The candidate should await the intimation from the Company.
13. Canvassing in any form will be disqualification.
14. The Court of jurisdiction for any dispute will be at Mumbai.

Encl.: - Annexure A, B and C.
