



आयुध निर्माणी भंडारा  
म्यूनिशंस इंडिया लिमिटेड की इकाई  
भारत सरकार का उद्यम  
रक्षा मंत्रालय  
भंडारा, महाराष्ट्र-441 906.

Ordnance Factory Bhandara  
Unit of Munitions India Ltd.  
Govt. of India Enterprise,  
Ministry of Defence  
Bhandara, Maharashtra - 441 906.



दूरभाषसं/ PHONE No. 07184-275742-49

Fax : 07184-275242

email:ofba@ord.gov.in

**ENGAGEMENT OF TENURE BASED PROJECT ENGINEER**  
**Full Advertisement/ Notification (No.GA/Hire/GPE & DPE/153/01/BF)**

Offline applications are invited from the citizen of India fulfilling the requisite qualification/criteria for the post of **"Tenure Based Project Engineer"** to work in Ordnance Factory Bhandara, Maharashtra on contract basis initially for a period of **ONE year** which may be extended up to a maximum period of **FOUR** years from the date of engagement (including initial period ) based on factory requirement and individual performance.

**2. Details of Name of Post, Discipline Basic Pay & Vacancies are as follows:**

Name of post	Basic Pay	Total Vacancies-30							
		UR	OBC (NCL)	SC	ST	EWS	Total	#Ex-SM	#PwBD
Tenure Based Project Engineer/ Chemical Trade (Supervisory staff)	1st Year Rs. 36000/- 2nd Year Rs.37080/- 3rd Year Rs. 38192/- 4th Year Rs. 39338/- +DA	13	08	03	03	03	30	03	01
#Horizontal Reservation									

Note: (i) The above post is only identified for Persons with Benchmark Disability(PwBD) with disability of One Arm affected(OA). Other categories of PwBDs are not identified.

**3. Essential Qualification:**

- B.E./B.Tech./Diploma in Chemical Engineering OR B.Sc. Graduate with Chemistry as one of the major subjects.
- Having Apprenticeship (Graduate/Diploma) in Chemistry/Chemical Trade as per Apprenticeship Act 1961 in Ordnance Factories under Munitions India Limited OR in Factories manufacturing/handling ammunitions & explosives OR in Factories other than manufacturing/handling of ammunition & explosives.

**NOTE:-**

- The following order of Preference will be strictly followed while preparing the merit list for engagement of Tenure Based Project Engineer(Chemical Trade):-

SN	Education qualification	Apprenticeship	Remark
(i)	Graduate (BE/B.Tech) or Diploma in Chemical Engineering	Apprenticeship in the manufacturing/handling of ammunition and explosives.	<ul style="list-style-type: none"> <li>1<sup>st</sup> preference and hence 1<sup>st</sup> merit list will be prepared for Graduate (B.E./B.Tech.) Chemical Engineering.</li> <li>2<sup>nd</sup> preference (merit list) will be given for Diploma Chemical Engg.</li> </ul>
(ii)	B.Sc. Graduate with Chemistry as one of the major subjects	Apprenticeship in the manufacturing/handling of ammunition and explosives.	<ul style="list-style-type: none"> <li>3<sup>rd</sup> preference (merit list)</li> </ul>
(iii)	Graduate (B.E./B.Tech.) or Diploma in Chemical Engineering.	Apprenticeship in Chemical other than manufacturing/handling of ammunition and explosives	<ul style="list-style-type: none"> <li>4<sup>th</sup> preference (merit list) for Graduate (B.E./B.Tech.) Chemical Engineering.</li> <li>5<sup>th</sup> preference (merit list) for Diploma in Chemical Engineering.</li> </ul>

- (b) Preference shall be given to Graduate(B.E./B.Tech.)/Diploma in Chemical Engineering having Apprenticeship in the manufacturing/handling of ammunition and explosives. Only in case of non-availability of candidates meeting the criteria at Sl. No. (i), candidates meeting the Educational qualification and Apprenticeship criteria at Sl. No. (ii) and (iii) shall be considered.
- (c) In cases where selected candidates do not possess apprenticeship in ammunition and explosives, they shall be deployed on work only after undergoing necessary safety and technical scrutiny training imparted by Ordnance Factory Bhandara.

4. **Age Limit: Between 18 and 30 years** as on last date of receipt of application i.e. **11/04/2026** for General Candidates. Age relaxation, as admissible will be given to SC/ST/OBC-NCL & Ex-Serviceman candidates as under:

(i)	For SC/ST	05 Years (only in respect of the post reserved for SC/ST)
(ii)	For OBC, (Non-Creamy Layer)	03 Years (only in respect of the post reserved for OBC)
(iii)	For Ex-Serviceman	Period of Military Service+ 03 Years
(iv)	For PwBD	10 Years (only in respect of the post reserved for PwBD)

5. **Application Fees-NIL**

6. **How to Apply-**

- (i) Candidates are required to download and print the Application Form and fill up the same in **BLOCK LETTERS** only. Candidate must go through detailed terms & conditions and also check regularly **MIL/DoO** website for any further updates.
- (ii) The envelope must be clearly superscripted as "**APPLICATION FOR THE POST OF TENURE BASED PROJECT ENGINEER/CHEMICAL TRADE**". Application along with other necessary enclosures & two extra photographs self -attested (in back of the photographs) are to be forwarded by post to the following address only:

**The Chief General Manager,  
Ordnance Factory Bhandara  
District: Bhandara  
Maharashtra, Pin-441906**

7. Closing Date for Receipt of Application: **11-04-2026**

8. **Remuneration:**

- (i) Remuneration will be paid at the rate of 1/30th of the pay at the basic of the relevant pay scale 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 would 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 Months' time in writing to improve their performance. After one month again performance will be evaluated and if again the performance rating found Poor or below, the services of the individual will be terminated by giving 15 days' notice.

- (v) Personnel engaged will be eligible for EPF and Employees 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.

**9. Job Specification:**

Manufacturing & handling of explosives and Hazardous chemicals.

**10. Process of Engagement :**

- (i) Selection of the candidates shall be done based on the Marks scored in the Degree/ Diploma and personal Interaction/Interview only, in the order of merit & preference.
- (ii) Candidates scoring marks more than cut-off marks in Degree/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(Preference & Category wise).
- (iii) Ordnance Factory Bhandara can decide the cut off percentage for calling candidates for Personal Interaction/Interview, based on the Marks secured in the qualifying Examination i.e., Graduation/Diploma.
- (iv) Merit list will be prepared based on combine marks secured in Degree/Diploma and Personal Interaction/Interview.
- (v) Weightage of Marks in Degree/Diploma and Personal Interaction/Interview will be 85% and 15% respectively.
- (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 candidate will be called for Document Verification in the order of merit(Preference & Category wise).
- (vii) If the candidates in the Merit List found ineligible during any stage of engagement or fails to report within the stipulated time/date, a candidate wait listed and belonging to the same category will be considered instead.

**11. Rejection of Application/Cancellation of Candidature:**

Applications received after the closing date or not meeting eligibility criteria and Terms & Conditions of advertisement will be summarily rejected.

**12. General Conditions:**

- (i) The Self-attested copies of educational qualifications, certificate for age proof, experience certificate from institutions(if any), Central Caste Certificate (for SC/ST/OBC Candidates), EWS Certificate (For EWS Candidate), Proof of Ex-Servicemen (For Ex-Servicemen candidates), PwBD Certificate(For PwBD Candidates) 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 form at given at Appendix-I of the Application Form.
- (iii) Submission of false/incorrect/incomplete information and /or dubious/bogus documents shall disqualify the candidature.
- (iv) If the SC/ST/OBC (Non Creamy Layer)/EWS certificate has been issued in a language other than English/Hindi, the candidate will be required to submit a certified translated copy of the same either in English or Hindi.

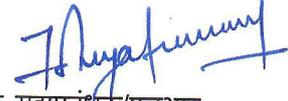
- (v) **Valid EWS/OBC-NCL Certificate as on closing date of application is required at the time of Document Verification.**
- (vi) SC/ST Candidates appearing for Trade test/ Practical test will have to travel on their own expenses.
- (vii) No correspondence/enquiry through Phone/messenger will be entertained. All communications will be done through E-Mail only.
- (viii) Canvassing in any form will lead to disqualification.
- (ix) Mere submission of application form does not guarantee issue of "Call Letter" for Personal Interaction/Interview. Mere issue of Call letter/Admit Card to the candidate for the Personal Interaction/interview/document verification will not imply that his/her candidature has been finally accepted by O.F. Bhandara.
- (x) **Only shortlisted candidates will be informed through E-mail for Personal Interaction/Interview and Document Verification.**
- (xi) **Ordnance Factory Bhandara will not be responsible for late/non-receipt of filled-in application/Call letters, etc., due to postal delay or any other reasons. Non-Checking of E-Mail Id by Individual. Please ensure valid E-Mail Id to be filled, all communication will be made through E-Mail. Id only.**
- (xii) Email ID & Phone /Mobile Numbers should be kept active till the completion of whole recruitment process.

13. Other Benefits and Terms & Conditions:

- i) Working pattern of the Tenure based personnel will be the prerogative of the employer.
- ii) 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 15<sup>th</sup> day of that month.  
Note: Encashment of Leave in respect of Tenure based Personnel will be governed by the applicable Rules and Terms & Conditions.
- iii) Personnel engaged on Tenure Basis will be entitled for One Day Casual Leave (CL) for each complete month in the calendar year. Further, personnel joining between 1<sup>st</sup> & 15<sup>th</sup> day of the month will be granted one day Casual Leave (CL) for that month also.
- iv) 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.
- v) Tenure based 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.
- vi) Tenure based personnel will be entitled for safety and protective gears, equipment, kits etc. as per the Company norms.
- vii) Female personnel will be entitled to Maternity Benefits as per the provisions under the Maternity Benefit Act, 1961.
- viii) Engagement of Tenure based Personnel shall be on contract basis initially for a period of ONE year which may be extended up to a maximum period of FOUR year 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.

- ix) The Tenure Based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company.
- x) There will not be any commitment to the candidate either for absorption as permanent employee or for extension of term.
- xi) The Tenure based Personnel will abide by various Company/Factory Rules & Regulations governing carrying out the assigned tasks and their conduct, like Standing Orders etc.
- xii) Tenure based personnel will be covered under the Income Tax, Service Tax, Professional Tax, etc. as per the applicable Rules and all such Taxes would be payable by them.
- xiii) 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 specifically in this advertisement.
- xiv) Tenure based personnel will be eligible for Company Quarters/ Accommodation, **wherever available**. License fee for Quarters will be deducted at the rates as applicable to regular Workmen.
- xv) The Tenure based Personnel will not be entitled for any Allowances or Benefits other than those indicated in this Scheme.
- xvi) Performance of the Personnel would be assessed on a half yearly basis.
- xvii) 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. They will be eligible for Company Holidays as applicable to regular employees.
- xviii) The contract engagement will come to an end automatically on completion of one-year period from the date of joining, if not extended, without any further notice. This engagement can also 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+DA components only as indicated in the Consolidated Remuneration in lieu of the Notice.
- 14. Caution to All Candidates:**  
Some unscrupulous elements may approach you with the assurance of procuring appointment 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 re-assured that the entire selection exercise will be done on merit in a transparent manner.
- 15. Candidates to Ensure Their Eligibility for the Engagement:**  
The candidates applying for the aforementioned vacancies should ensure that they fulfill all eligibility conditions for the post applied for.
- 16. Other Information to the Candidates:**
- i) The admission to all the stages of the selection procedure will be purely Provisional subject to satisfying the prescribed eligibility conditions.

- ii) Verification of eligibility conditions with reference to original documents will be done only at the time of document verification in the factory.
- iii) The candidates should regularly check their email id for any correspondences from O.F. Bhandara regarding engagement.
- 17. Resolution of Tie:**  
The resolution of tie (if total marks are equal) will be settled as under:
- (i) Ex- Apprentice of O.F. Bhandara  
(ii) Ex- Apprentice of other Ordnance Factories.  
(iii) Date of Birth- Older candidate will be given preference
18. Any dispute with regard to the tenure based Project Engineer (Chemical Trade) against this advertisement will be subject to courts/tribunals situated in Bhandara only.
19. The Competent Authority reserves the right to adopt any alternative lawful mode of selection in part or in whole, in case of contingency.
20. The citizens of India who are fulfilling the requisite qualification as mentioned in the advertisement can apply for the post.
21. Chairman & Managing Director, Munitions India Limited (CMD MIL) may, for reasons to be recorded in writing, relax any of the subject provisions of the subject Advertisement in case of special cases.



अपर महाप्रबंधक/एचआर  
कृते मुख्य महाप्रबंधक  
आयुध निर्माणी भंडारा

Ammunition and Explosive Group of Ordnance Factories of  
Erstwhile Ordnance Factory Board

S.No.	Name of Factories	Abbreviation
1	Ammunition Factory Kirki	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 DehuRoad	OFDR
9	Ordnance Factory Bhandara	OFBA
10	Ordnance Factory Chanda	OFCH
11	Ordnance Factory Varangaon	OFV
12	Ordnance Factory Bolangir	OFBOL

Abbreviation used in the advertisement/notification:

UR	-	Unreserved
OBC	-	Other Backward Class
NCL	-	Non-creamy layer
SC	-	Schedule Caste
ST	-	Schedule Tribe
EWS	-	Economically Weaker Section
PwBD	-	Person with Benchmark Disability
OFBA	-	Ordnance Factory Bhandara
DA	-	Dearness Allowance
OT	-	Overtime
LTC	-	Leave Travel Concession

**APPLICATION FOR TENURE BASED PROJECT ENGINEER ON CONTRACT  
BASIS**

**To be forwarded by Post**

To  
The Chief General Manager,  
Ordnance Factory Bhandara  
Maharashtra-441906

Place for 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.	Post Applied for	Tenure Based Project Engineer Graduate/ Diploma (please tick)		
02.	Name in Block Letters			
03.	Father's/Husband's Name			
04.	Date of Birth	Day (dd)	Month (mm)	Year (yyyy)
05.	Age(as on 11/04/2026)			
06.	Nationality			
07.	Category[UR/SC/ST/OBC-NCL/EWS]			
08.	Whether Ex-Serviceman or Not, if yes please mention details	Yes/No		
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	(1) (2)		
12.	E-mail ID* (in block letters)	(1) (2)		
13.	Two Prominent and visible identification Marks	(1) (2)		

Signature of the Candidate

14. Details of educational and other qualifications starting from Xth Standard/SSC:

Name of School/College	Name of Recognized University/Board of Examination	Examination Passed	Year of Passing	Percentage

\* If the marks awarded are in SGPA/CGPA mode, the same must be converted in percentage.

15. Details of Passing B.E./B.Tech./Diploma in Chemical Engineering OR B.Sc. Graduate with Chemistry as one of the major Subjects:

Name of institution	Name of Recognized University/Board of Examination	Examination Passed (mentioning stream/discipline)	Total Marks/CGPA	Marks obtained	Convert CGPA into percentage *

\* If the marks awarded are in SGPA/CGPA mode, the same must be converted in Percentage. It is essential to enclose SGPA/CGPA conversion formula issued by the University with this application form.

16. Details of apprenticeship training from Ordnance Factories:

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

17. Details of apprenticeship training from other than Ordnance Factories:

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

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

Company Details	Designation	Period From	Period To	Nature of Duties

Signature of the Candidate

19. Check List of Enclosures:

Sl.No	ENCLOSURES	YES/NO
1	Proof of Date of Birth- SSC Board Certificate or Secondary School Leaving Certificate only.	
2	B.E./B.Tech/Diploma in Chemical Engineering Certificate & Mark Sheet OR B.Sc. with Chemistry as one of the major subjects Certificate & Mark Sheet.	
3	CGPA conversion formula in percentage	
4	Apprenticeship Certificate issued by concerned Board of Apprenticeship Training	
5	Experience Certificate on the company letter head, which has details of Company etc.	
6	Aadhar Card	
7	Caste & Category Certificate: (SC/ST/OBC/EWS)-in prescribed proforma. In case of OBC valid Non-Creamy Layer Certificate is essential in the prescribed format required for appointment to the posts under Govt. of India.	
8	Declaration by OBC-NCL/Ex-SM candidates-Appendix-I /Appendix-II	
9	Certificate for Persons with Disabilities	
10	Whether all above documents/certificates are self-attested	
11	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, the undersigned, certify that the above information/ details provided are true 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. I understand that willful misstatement will lead to my disqualification or termination, if engaged.

I, the undersigned, also understand that the engagement is purely temporary, contractual, on Fixed Term Basis and it is not against any permanent vacancy and this engagement will not give me any claim for regular / permanent employment in the company.

Date :

Place :

Signature of the Candidate

APPENDIX-I

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)

APPENDIX-II

FORM OF UNDERTAKING TO BE GIVEN BY CANDIDATES APPLYING  
FOR CIVIL POSTS UNDER EX-SERVICEMEN CATEGORY

I understand that, if selected on the basis of the recruitment/examination to which this application relates, my appointment will be subject to my producing documentary evidence to the satisfaction of the Appointing Authority that I have been duly released/retired/discharged from the Armed forces that I am entitled to the benefits admissible to Ex-Servicemen in terms of the Ex-Servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979, as amended from time to time.

I also understand that I shall not be eligible to be appointed to a vacancy reserved for Ex-Servicemen in regard to the recruitment covered by this examination, if I have at any time prior to such appointment, secured any employment on the civil side (including Public Sector Undertakings, Autonomous Bodies/Statutory Bodies, Nationalized Banks etc.) by availing of the concession of reservation of vacancies admissible to Ex-Servicemen.

Date:

(Signature of the Candidate)

.....

CHARACTER CERTIFICATE ISSUED BY GAZETTED OFFICER

This is to certify that I know Shri. \_\_\_\_\_ Son/Daughter of  
Shri. \_\_\_\_\_ from last \_\_\_\_\_ Year \_\_\_\_\_ month,  
and that to the of knowledge and belief he/she bears reputable character and has not  
antecedents which render his unsuitable Government Employment.

Shri./Ku \_\_\_\_\_ is not related to me.

Place:

Date:

Signature: \_\_\_\_\_

(Gazetted Officer)

Name: \_\_\_\_\_

Designation: \_\_\_\_\_

Officer Seal

CHARACTER CERTIFICATE ISSUED BY GAZETTED OFFICER

This is to certify that I know Shri. \_\_\_\_\_ Son/Daughter of  
Shri. \_\_\_\_\_ from last \_\_\_\_\_ Year \_\_\_\_\_ month,  
and that to the of knowledge and belief he/she bears reputable character and has not  
antecedents which render his unsuitable Government Employment.

Shri./Ku \_\_\_\_\_ is not related to me.

Place:

Date:

Signature: \_\_\_\_\_

(Gazetted Officer)

Name: \_\_\_\_\_

Designation: \_\_\_\_\_

Officer Seal