



**GUN CARRIAGE FACTORY, JABALPUR**  
**A Govt. of India Enterprises, Ministry of Defence**  
**A unit of ADVANCED WEAPONS & EQUIPMENT INDIA LTD.**



**ADVERTISEMENT**

**For**

**Fixed Tenure Contract Based Engagement of Retired Central Government Employees including Ex-Servicemen in GCF**

Offline applications are invited from the citizens of India fulfilling the requisite qualification/criteria against the various vacancies on **CONTRACT BASIS for fixed tenure**, to work in Gun Carriage Factory, Jabalpur, Madhya Pradesh, initially for a period of ONE year, extendable by another year from the date of engagement based on factory requirement and individual's performance.

**1) The details of Name of Post and Vacancies available are as follows:**

SNo	Post/Trade	Nos	Job specification
01	Gunner	01	Handling, Deployment and Operation of large caliber gun/ammunition, To be able to handle the firing drill of guns and to address the issue gun during firing
02	Fitter (Mechanical) (preferably Armament fitter & B vehicle fitter)	02	Maintenance of Mechanical, Electrical/Electronic Components of Large Caliber Gun, should be able to read and understand the technical and Maintenance documents of gun, to address the issues of guns during the firing as well as post firing.
03	Fitter (Electrical/ Electronics) (preferably Gun Control Electrical)	05	
04	Fitter (Armament)	01	Fitment, Dressing, and Hydraulic Assembly of components and sub assembly associated with projects like Dhanush/Bofors recoil, Elevating & traversing Assembly.
05	Fitter (Electr)	15	Preventive/Predictive breakdown maint. of machine with electronics controls pertaining to CNC machine, PLC Controlled machines, AC DC servo drives, EPABX, Electronic instruments (Gen., Furnaces & AC)

**Note:** Gun Carriage Factory, Jabalpur, reserves the rights to increase or decrease the number of vacancies any time during the entire selection process depending upon the requirement.

**2) Eligibility Criteria:**

- a) **Service Background:** Candidate must have retired from central Government service (preference given to employees of Erstwhile OFB, DGQA, DGNAI, DGAQA, EME Workshop, MES, Indian Army/Navy/AF/PMF/BSF/CG/Agniveer having experience in relevant field. Currently this policy envisages hiring of employees at a working level who were having a rank of NCO [Civilians]/JCO [ESM] and below as on retirement.
- b) **Age Limit:** Maximum age of candidate, as on the last date of submission of application, shall not exceed 63 yrs and 06 months.
- c) **Experience:** Candidates must possess relevant experience for the post applied for supported by certificate issued by competent authority.

### 3) **Terms of Appointment:**

#### i) **Duration:**

- i) The initial contract will be for a period of one year, extendable by another year based on performance and organizational needs.
- ii) Extension beyond two years (post-superannuation) may be considered up to a maximum of three years, subject to review and justification of continued requirement and maximum age of 65yrs of hired contractual employee.

#### ii) **Remuneration:**

- i) **For Ex-Servicemen:** Remuneration at a fixed rate to be decided by CGM/HOU as per prevailing DGR minimum wage notification rates based on the required skill set/educational qualification/retired grade and location of deployment.
- ii) **For Civilian Employees:** As per Dept. of Expenditure OM No. 3-25/2020-E,IIIA dated 09/12/2020, a fixed monthly amount will be admissible, calculated as follows:
  - a) Pay drawn at the time of retirement minus basic pension.
  - b) The remuneration so fixed will remain unchanged throughout the contract period, with no provision for annual increments or percentage increases.
  - c) No additional allowances (e.g., Dearness Allowance/ HRA etc.) will be provided.
- iii) **Leave:** Contractual appointees will be entitled to 12 days of leave in a calendar year, with remuneration. Leave cannot be accumulated beyond the calendar year.

#### iv) **Termination:**

- i. The Gun Carriage Factory, Jabalpur, A Unit of AWEIL may terminate the contract at any time without assigning a reason, with a 30-day notice period or remuneration in lieu thereof.
- ii. The appointee may resign by providing 30 days' advance notice.

#### v) **Confidentiality and Conduct**

1. Appointees will be governed by the Official Secrets Act, 1923, and must not disclose any sensitive information acquired during their tenure.
2. They shall not represent or provide opinions/advice contrary to the interests of the AWEIL or the Government of India.

#### vi) **Administrative Provisions**

1. **Working Hours:** Normal working hours will be from as per the unit of posting @8 hrs a day and 6 days a week, with flexibility to work beyond these hours or on holidays as per operational exigencies. No compensatory leave will be granted for such instances.
2. **Tax Deduction:** TDS will be deducted from the monthly remuneration as applicable, and a TDS certificate will be issued upon request.
3. **Non Re-Employment Status:** Engagement under this policy will not be considered a case of re-employment.

- 4) **How to Apply:** Candidates are required to send their bio-data as per the Application Form (at the end of this advertisement or the same may be downloaded and print from the website [www.ddpdoo.gov.in/career](http://www.ddpdoo.gov.in/career)). The application form must be filling up in **BLOCK LETTERS** only. Candidate must go through detail terms & conditions before applying. The envelope must be clearly superscripted as "**APPLICATION FOR Fixed Tenure Contract Based Engagement of Retired Central Government Employees in GCF - 'Name of Post'** ". The application should be forwarded by post to **The Chief General Manager, Gun Carriage Factory, Jabalpur, M.P.- 482011.**

**(a) Enclosure with Application : -**

- (i) Self-attested Copy of PPO and age proof.
- (ii) Technical Experience Certificate/Trade Equivalency Certificate issued from previous employer.
- (iii) Two extra photograph (self -attested in back of the photographs).
- (iv) Copies of additional qualification and relevant experience etc.
- (v) Discharge Card/Last Service Certificate

**5) Application Fees: NIL**

**6) Closing Date for Receipt of Application:** 15 days from the date of publication of advertisement in the newspaper i.e. the application should reach **GCF by 12.01.2026**. (GCF reserves rights to increase the closing date of application at its discretion.)

**7) Mode of Selection:** Selection will done through interview-cum-practical test.

**A walk-in interview for the short listed candidates will be conducted tentatively in the month of Feb-Mar 2026 at Gun Carriage Factory, Jabalpur. The interview may also include practical test, on requirement basis.**

**8) 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.

**9) General Conditions:**

- a) Submission of false / incorrect / incomplete information and / or dubious / bogus documents shall disqualify the candidature.
- b) Mere submission of application form does not guarantee issue of "Call Letter" for Interview/Practical Test.
- c) Only short listed candidates will be informed through post/ e-mail for Interview/Practical Test in due course.
- d) Gun Carriage Factory, Jabalpur will not be responsible for late/non-receipt of filled-in application/ Call letters, etc., due to postal delay or any other reasons.
- e) E-mail ID & Phone/Mobile Numbers should be kept active till the completion of whole recruitment process.
- f) The Competent Authority reserves the right to adopt any alternative lawful mode of selection in part or in whole, in case of contingency.
- g) GCF and AWEIL reserves all the rights to terminate the entire process of Tenure Based hiring at any stage without assigning any reason for the same.
- h) The selected candidate will be required to submit medical fitness certificate in format as prescribed by GCF before joining.
- i) Engagement of selected candidate will be subject to police clearing certificate from the jurisdictional police station stating that nothing adverse against the candidate is available in police record.

**10) Other Benefits and Terms & Conditions:**

- a) Working pattern of the Tenure based personnel will the prerogative of the employer.
- b) 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.
- c) Tenure based personnel will be entitled for safety and protective gears, equipment, kits etc. as per the Company norms.
- d) The Tenure Based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company.

- e) 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.
- f) The Tenure based Personnel will not be entitled for any Allowances or Benefits other than those indicated in this Scheme.
- g) Performance of the Personnel would be assessed on a half yearly basis.
- h) 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.

**11) Other Information to the Candidates:**

- a) The admission to all the stages of the selection procedure will be purely provisional subject to satisfying the prescribed eligibility conditions.
- b) Mere issue of Call letter/Admit Card to the candidate for the Interview/Trade Test will not imply that his/her candidature has been finally accepted by Gun Carriage Factory, Jabalpur.
- c) Verification of eligibility conditions with reference to original documents will be done only at the time of document verification in the factory.
- d) The candidates should regularly check their email id for any correspondences from Gun Carriage Factory regarding engagement.
- e) Admit card/Call letters will be forwarded to the candidates by post/e-mail.
- f) Any dispute with regard to the tenure based hiring against this advertisement will be subject to courts/tribunals situated in Jabalpur only.
- g) The Competent Authority reserves the right to adopt any alternative lawful mode of selection in part or in whole, in case of contingency.
- h) The citizens of India who are fulfilling the requisite qualification as mentioned in the advertisement can apply for the post.

**FOR CHIEF GENERAL MANAGER**

**GCF**