



CIN-U35990TN2021GOI145504

सं./No. OFMK/HR/024/Hiring/2025

दिनांक /Dated: 06.12.2025

Advertisement No-OFMK/FTC/09/2025

ENGAGEMENT OF PROFESSIONALS ON FIXED TERM CONTRACT

Armoured Vehicles Nigam Limited (AVANI) (AVNL) is a new Defence PSU with its headquarters at Avadi (Chennai). AVNL is the current market leader and has monopoly in the armoured and combat vehicles segment in India with the expertise and capabilities to fulfil the requirement of the Armed Forces.

02. Ordnance Factory Medak (OFMK) is a unit of Armoured Vehicles Nigam Limited (AVNL), engaged in Manufacturing of Infantry Combat Vehicles(ICV) and all variants of BMP II like Armoured Ambulance Tracked (AAT), Carrier Motor Tracked (CMT), Armoured Engineering Recon Naissance Vehicle (AERV), Carrier Command Post Tracked (CCPT). AVNL OFMK is a great Company with bright future and it offers great work environment and challenging opportunities for the professionals to prove their mettle.

03. AVNL OFMK invites offline Applications from Indian Citizens having requisite qualifications & experience, for filling up of professionals for the following position on **Fixed Term Contract** at Ordnance Factory Medak – a Unit of AVNL, located at Yeddumailaram, Sangareddy, Hyderabad-502205. The engagement is purely a temporary and ad-hoc engagement for a fixed term to meet temporary functional requirements.

04. Details of Vacancies :-

SL. No.	Name of the Post	No of Vacancy	Qualification & Experience	Consolidated Remuneration per month (All inclusive)	Age limit as on date of Adv.
1.	Deputy Manager (Cyber Security) (Contract)	01 [UR]	<p>Qualification:</p> <ol style="list-style-type: none"> Licensing or certification for cyber security consultant like CISSP, CISA, CISM, OSCP, LPT, GPEN, CCSP, GIAC, CPA, CIA any one of mentioned certificate. B.E/B.Tech Degree in CSE / IT / Cyber Security with 1st Division or Equivalent CGPA. Cyber security consultant should have desired skills like Oracle, Linux, MYSQL, UNIX, Windows and other operating systems, SDN, Experience with open-source penetration testing toolsets, 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. <p>Experience:</p> <ol style="list-style-type: none"> Should have at least 01 year experience for individual with B.Tech degree in Cyber Security. Should have at least 05 years experience for other discipline mentioned above. 	Rs.50,000/- +IDA	Max 50 years



CIN-U35990TN2021GOI145504

Note: Detailed Qualification, Experience, Job Specifications, Skills required for above mentioned post are attached as **Annexure-C**

05. Details of Identified Posts for Persons with Benchmark Disabilities are given below:

Sl No.	Name of the post	Category	Functional Classification	Physical Requirement
4	Deputy Manager (Cyber Security) (Contract)	a) Hearing Impairment	HH (Hard of Hearing)	S S, M, ST, H, BN.SE, C, MF, RW
		b) Locomotor Disability, including Cerebral palsy, Leprosy cured, dwarfism, Acid Attack victims, Muscular dystrophy	One Leg, One Arm, Leprosy Cured, Dwarfism, Acid Attack victims	
		c) Multiple Disability from amongst persons under clauses a & b	All mentioned in above rows	

How to apply

- Interested candidates may download the application from the DOO(C&S) website (ddpdoo.gov.in/career) attached as **Annexure A** to this advertisement. Hard Copy of duly filled in application shall be submitted along with scanned self-attested copies of evidence of proof of age, qualification and experience, last drawn pay including level/grade or CTC as applicable etc.
- The application, complete in all respect together with the required fee should be sent through speed post only to the **“The Deputy General Manager/HR, Ordnance Factory Medak, Yeddumailaram, Dist: Sangareddy, Telangana – 502205”** super-scribing the envelope with the Advertisement No & Name of the post applied for. Last date for receipt of Application at OFMK is 21 days from the date of publication of this advertisement in the Employment Newspaper.
- Applications received through other modes, viz. FAX/e-mail/By-Hand/Courier will not be accepted and will be summarily rejected.
- Application fee (Non-refundable Rs.300/-) to be paid **ONLY through SBI Collect (PSU -> Armoured Vehicles Nigam Limited (Telangana) -> OFMK -> Miscellaneous.** SC/ST/PwD/Ex-SM/Female applicants are exempted from payment of application fees.
- Non-attachment of required documents as per application format will be treated as incomplete application and will be rejected forthwith. It is mandatory to fill all the relevant information such as qualification details, experience details, percentage of marks etc. In case of any variation in Name/ surname/ spelling mentioned in the Application cum Bio-data and in educational/professional qualification certificates, application will be liable to be rejected.
- AVNL OFMK management will not take any responsibility for any delay in receipt or loss in postal transit for any application or communication.



CIN-U35990TN2021GOI145504

7. Applicant is requested to enter his/her **active email address and mobile phone number which should be valid and operational, as all important communications will be sent to this email or mobile number.** The engagement of above professionals on contract basis will be subject to the terms and conditions attached as **Annexure – B. All the candidates are required to go through the terms and conditions thoroughly before filing their applications.**
8. Applications that are incomplete, not in prescribed format, not legible, without the required certificates and without requisite fee, shall be summarily rejected without assigning any reasons and no correspondence in this regard shall be entertained.
9. For any queries regarding this recruitment **please send E-mail to gm.ofmk@ord.gov.in** or contact at **040-23283455 / 23283469** on all working days from **8.00 AM to 05.00 PM (Monday to Friday).**
10. Canvassing in any form will result in disqualification and cancellation of candidature.

XXX SD-

(के. सी. मोहन)/K.C.Mohan)

उप महाप्रबन्धक/ मा. सं. /DGM/HR)

कृते मुख्य महाप्रबंधक/FOR CHIEF GENERAL MANAGER



CIN-U35990TN2021GOI145504

ANNEXURE A

ADVT. NO. AND DATE _____

APPLICATION FOR THE POST OF _____

To
The Chief General Manager
Ordnance Factory Medak (A Unit of AVNL)
Yeddumailaram, Sangareddy, TG – 502205

Place a recent
passport size photo
of the applicant
(self attested in
front) to be firmly
pasted (not to be
stapled)

APPLICATION FOR ENGAGEMENT OF PROFESSIONALS ON FIXED TERM CONTRACT BASIS

<i>SL NO</i>	<i>PARTICULARS</i>	<i>DETAILS</i>
1	Name in Block Letters	
2	Father's/Mother's/Husband's Name	
3	Gender	
4	Date of Birth [DD/MM/YYYY] Age in Yrs. /Months. As on the date of Advertisement	
5	Whether Belongs to SC / ST / OBC / PWD / Ex-SM / Others	
6	Qualification	
7	Total Post Qualification work experience as on the date of Advertisement	
8	Date of Retirement / Separation from the last employment	
i	Name of the Company / Department [working/retired]	
ii	Post Currently held on Regular [Substantive] basis with Pay Scale, Level and Grade Pay [Under IDA & CDA Pay Scales] or on the Date of Retirement / Separation	



CIN-U35990TN2021GOI145504

iii	Whether CPSE / STATE PSU /GOVT. Department / Reputed / Large Private Sector Organization	
9	Present Address for Communication	
10	Permanent Address	
11	Telephone/Mobile No.	
12	Email Id	
13	Aadhaar Number/ Pan Number	
14	Details of Application Fee Remitted Mode/ E-MRO/Bank Details	

15. EDUCATIONAL QUALIFICATIONS:

a. Certified formula of University for conversion of CGPA/SGPA to Percentage:

S. No.	Qualifications from 10 th Class onwards	CGPA /SGPA	% of marks obtained	Year of passing	Name of School / College	Affiliated institute/university



CIN-U35990TN2021GOI145504

16. PARTICULARS OF EXPERIENCE

Name of the Company / Organization	Post Held	Period of Employment		Pay Scale/Level & Grade Pay in case of PSUs / Govt. Depts.	CTC (In Rs.) in other cases	Major Responsibilities
		From	To			

Additional relevant information if any which you would like to mention in support of your suitability for the post (Attach separate sheet, if necessary)

DECLARATION:

I, Shri/Smt./Kum._____ have read the instructions carefully, understood them before filling/sending this application. I also certify that to the best of my knowledge and belief, this application correctly describes myself, my qualifications, and my experience. I understand that any misstatement described herein may lead to my disqualification or dismissal, if engaged.

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

Date:

Signature of the candidate

Place:



CIN-U35990TN2021GOI145504

Documents to be enclosed (whichever applicable)

1. Valid document evidencing date of birth of the candidate (Secondary / Matriculation School Certificate / Birth Certificate).
2. Educational qualifications: Mark sheets & Certificates of Diploma, Graduation, Post-Graduation & Certifications.
3. Work experience –
 - a) Joining-Relieving Letter from Company/Organization.
 - b) Experience /Service Certificate/ Salary statement/ Bank Statement issued by Company/Organization. (It should indicate date of joining and date of relieving from each organization where worked).
 - c) Salary Certificate together with ITR or Form-16 A issued by present / past employer(s).
4. Caste Certificate in case of candidates belonging to reserved category



CIN-U35990TN2021GOI145504

Annexure B

TERMS AND CONDITIONS FOR ENGAGEMENT OF EMPLOYEES ON FIXED TERM CONTRACT

A. Selection Process:

Selection will be based on qualification and experience and/or performance in the interview / interaction.

(i) Screening:

Screening of Applications will be done by a Screening Committee constituted for that purpose. Candidates are required to fill in the Application Form (attached with the advertisement) complete in all respects. The completed Application Form has to be submitted to OFMK for screening by the Screening Committee. Candidates may be shortlisted for Interview. The Company may adopt higher criteria in case of receipt of more number of applicants meeting eligibility criteria.

- Candidates possessing the Educational qualification prescribed above shall be shortlisted based on the marks obtained in the final examination of relevant educational qualification to the considerable extent based on number of receipt of applicants meeting eligibility criteria against the number of vacancies.
- Candidates will be shortlisted and allowed for interview, subject to documents verification.

(ii) Interview:

- If required, Personal Interview/interaction will be conducted.
- *The offer of engagement shall be issued to the suitable candidates in the order of merit and based on the number of vacancies and will be subject to verification of antecedents and caste certificate (in case of reserved category candidates) as per Govt. of India guidelines.*
- **For Post the following weightage criteria will be followed for personal interview.**

Eligibility Criteria	Weightage
Aggregate Marks secured in BE/B.Tech etc.	75%
Relevant Post Qualification Experience: 2.5 marks will be allocated for minimum experience stipulated for the post. 1.25 marks will be allocated for every additional experience of 6 months subject to a maximum of 10 marks.	10%
Interview for shortlisted candidates	15%

- All such engagements will be recommended by a Interview cum Selection Board constituted by the Chief General Manager/OFMK.

(iii) Declaration of Result of Selection:

- Only those candidates shortlisted may be called for interview (physical/virtual).
- The names of candidates shortlisted for interviews will be notified on DOO website ddpdoo.gov.in/career and call letters will be sent to their e-mails.



CIN-U35990TN2021GOI145504

- Candidates are requested to print the call letter and comply with the instructions indicated therein.
- The results of the final selection, either on the basis of qualification and experience and/or interview, will be published only on DOO website ddpdoo.gov.in/career.

B. Tenure:

The selected contract employee will be engaged initially for a period of two years which may be extended up to a maximum of 01 year based on project requirement and individual's Performance (i.e. overall tenure of 03 years).

C. Age Limit:

The Upper Age Limit for General category candidates shall be as mentioned against post. AGE RELAXATION will be applicable as per relevant Government orders for various categories.

Age Relaxation: Maximum age limit is relaxed by 05 years for SC & ST, 03 years for OBC-NCL, 10 years for PwBDs (UR), 13 years for PwBDs (OBC-NCL) and 15 years for PwBDs (SC/ST) candidates.

D. Qualification & Experience:

Qualification and experience commensurate with the job description should be clearly specified in the Application. The candidates are advised to ensure that they meet the qualification, experience and other criteria before filing the application.

I DEFINITION OF POST QUALIFICATION WORK EXPERIENCE:

1. Work Experience in GOVT/PSU/reputed private manufacturing industry are only acceptable.
2. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.
3. The work experience shall be in full time job on regular salary basis, after acquiring prescribed minimum essential educational qualification.
4. In case of intermittent nature of job, the actual days engaged in full time job only will be considered for calculating number of years of experience.
5. Any other nature of experience like freelance experience will not be considered as it is not a full-time job and required number of years of experience cannot be established.
6. Entrepreneurial experience will not be considered for the purpose of ascertaining required number of years of post-qualification experience.
7. Period of on-the-job training undertaken by the candidates as Management Trainee (MT) / Executive Trainee (ET) / Graduate Trainee (GT) in PSUs after acquiring the requisite qualification mentioned above shall be considered for determining post qualification work experience.
8. Articleship / Internship / Academic Project / Teaching / Research experience shall not be considered as Post Qualification Experience.



CIN-U35990TN2021GOI145504

9. Period of apprenticeship under Apprenticeship Act shall be considered for the purpose of ascertaining required number of years of post-qualification experience.

II DOCUMENTARY EVIDENCE FOR WORK EXPERIENCE:

The candidate is required to submit experience certificate / documentary evidence for establishing work experience as mentioned below:

(i) *For Past Employment*

1. WORK EXPERIENCE CERTIFICATE.

The submission of work experience certificate indicating the date of joining, date of relieving, pay last drawn, pay scale with duration and nature of jobs / specific areas of experience / experience in the relevant fields / Projects handled etc. is compulsory for all the past employments which the candidate is mentioning in the application form. In case experience certificate from any of the past employers is not submitted, it may lead to rejection of the candidature. So candidates are advised to ensure that the experience

Certificate indicating the date of joining, date of relieving and other details as mentioned above is attached for minimum requisite experience details mentioned in the application form.

(ii) *For Current Employment*

1. Experience Certificate with all the details mentioned above

OR

2. Offer letter/ Appointment letter showing the date of joining (Proof of date of joining) mentioned by the candidate in the application form

OR

Offer letter / Appointment letter where date of joining is not mentioned along with any other document issued by the employer (including pay slip / identity card issued by employer) where date of joining is clearly mentioned.

And

3. Proof of continuity of present employment – Latest Pay slips for three months.

NOTE:

1. If the candidate is not able to provide experience certificate for current employment, the candidate must submit the documents mentioned at Sl No. 2 & 3 above to clearly prove the continuity in the job.

2. Self-declaration regarding nature of jobs / specific areas of experience / experience in the relevant fields / Projects handled etc. will not be considered / accepted.

3. Non-submission of the documents as mentioned above for establishing requisite experience may lead to rejection of the candidature.

E. Remuneration:

- Consolidated Monthly Remuneration mentioned against post.
- Payment will be made after Tax deduction at source. TDS certificate shall be issued by the Company.



CIN-U35990TN2021GOI145504

F. Other Terms and Conditions

(i) **The engagement is purely temporary and contractual and on Fixed Term Contract Basis and it is not against any permanent vacancy. This engagement will not entitle any candidate to claim for regular/permanent employment in the Company.** Accordingly, nothing within or relating to the Contract shall establish the relationship of employer and employee, or of principal and agent, between the Company and the contracted Professionals. They will not be entitled for any benefit /compensation/ absorption/ regularization/permanent employment in the Company except the fixed remuneration.

(ii) The persons engaged on full time basis will not be allowed to take any other assignment during the period of contractual engagement.

(iii) Total paid leave admissible shall not exceed 15 days in a year

(iv) DA, HRA or any other allowances shall not be admissible. No accommodation and Medical facilities will be admissible. However, Company accommodation may be provided in special cases with the permission of CGM/OFMK on payment of applicable licence fees and other charges.

(v) TA, DA while on official tour may be paid on case to case basis. In case of retired Govt. / CPSE personnel, it may be as per his entitlement at the time of retirement. In other cases, it will be decided on case to case basis with the approval of Competent Authority. Company units will provide transit accommodation in their guest houses during official tours based on availability. Company units may also provide local transport.

(vi) The persons engaged can be assigned additional responsibilities/tasks in addition to their specialization and assigned tasks.

(vii) They will work on full time basis and on all working days as applicable or in operation in the Company. They may also be required to work beyond the normal working hours and on holidays too, in case of functional requirement.

(viii) *The engagement can be discontinued or terminated with one-month notice or one-month salary as the case may be decided by either side without assigning any reasons.*

(ix) The incumbents are liable to be transferred/ posted anywhere in India at the discretion of the Company.

(x) Those working in GOVT/PSUs/Private organizations must submit NOC at the time of Interview and should submit proper relieving letter from present employer in the event of selection.

(xi) ***The cut-off date for age, qualification and experience will be the date of advertisement.***

(xii) Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.

(xiii) Relaxation of age for SC/ST/OBC- NCL/PWD and Ex-Servicemen/ J&K domicile category will be as per Govt. of India guidelines. Reserved category candidates applying against unreserved post shall be treated as



CIN-U35990TN2021GOI145504

General category and no relaxation shall be given. The reserved category candidates are required to submit the caste / category certificate in prescribed format of Government of India, issued by the competent authority. OBC candidates belonging to creamy layer category should apply as general category and against general vacancies only.

(xiv) The minimum qualification requirement in terms of percentage of marks/division will be appropriately relaxed for the Candidates belonging to SC, ST and PWD category.

(xv) Only full time regular courses will be considered as qualification and all qualifications should be recognized by AICTE/UGC/appropriate Indian Statutory Authorities. Wherever CGPA/ OGPA or letter grade in a Degree is awarded, equivalent percentage of marks should be indicated in the application as per norms adopted by University/ Institutes. Candidates will be required to submit documentary proof/ certificate to this effect from the Institute/ University at the time of Interview, if called for the same.

(xvi) Mere submission of Application does not guarantee the adequacy of candidature for being considered for further selection process. Mere fulfilling of eligibility criteria shall not confer any right to the applicant for being called for interview/appointment. **Canvassing in any form will disqualify the candidate.**

(xvii) Candidate will have to bring an original valid Photo ID (Aadhaar Card etc.) and other original documents for verification at the time of interview/ medical/ joining, if called for.

(xviii) OFMK/AVNL also reserves the right to cancel/amend the advertisement and/or the selection process there under. The number of positions filled may increase or decrease depending on the requirement of OFMK.

(xix) No TA/ DA shall be paid to any candidate for attending interview in OFMK.

(xx) Engagement of the selected candidate will be subject to medical fitness by the Authorized Medical Officer.

(xxi) *Police verification report (PVR) is a pre-condition for engagement of the selected candidates. Candidates will have to obtain a formal Police verification report before joining. Necessary Medical Insurance policy for self may also be submitted at the time of joining with AVNL.*

(xxii) No correspondence will be entertained from the candidates not selected/ interviewed.

(xxiii) Candidates should ensure that they fulfil the eligibility criteria prescribed for the post they have applied. In case it is found at any stage of selection process or even after appointment that the candidate has furnished false or incorrect information or suppressed any relevant information / material facts or does not full fill the criteria, his / her candidature / services are liable for rejection/ termination without notice.

(xxiv) Any corrigendum/clarifications of the advertisement, if necessary, shall only be uploaded on DOO website **ddpdoo.gov.in/career** and no separate press coverage shall be done for this purpose.

(xxv) All disputes / cases related to this recruitment process are subject to jurisdiction of courts at Chennai only.

(xxvi) Management reserves the right to cancel / restrict /enlarge / modify / alter the recruitment/ selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.



CIN-U35990TN2021GOI145504

(xxvii) AVNL/OFMK reserves the right to relax age/experience/qualification & other qualifying criteria in deserving cases.

(xxviii) All information regarding this recruitment process would be made available in the DOO website ddpdoo.gov.in/career only. Applicants are advised to check the web site periodically for important updates.

(xxix) **The candidates must have an active E-mail ID & Mobile number which must remain valid for atleast next one year.** All future communications with the candidates will take place only through E-mail. Candidates have to ensure accuracy of their E-mail ID & Mobile number. No change in E-mail ID & Mobile number as declared in the application will be allowed. The Company shall not be responsible if the information/ intimations does not reach candidates in case of change in the mobile number, email address, connectivity/network issues, technical fault or otherwise, beyond the control of the Company. Candidates are advised to keep a close watch on the DOO website ddpdoo.gov.in/career for latest updates.

(xxx) Application fee Rs. 300/- (Non-refundable) SC/ST/PwD/Ex-SM/Female candidates are exempted from payment of application fees.

Payment of Processing Fee of Rs.300/- (Rupees Three Hundred only) **ONLY through SBI Collect (PSU -> Armoured Vehicles Nigam Limited (Telangana) -> OFMK -> Miscellaneous.**

(xxxi) Applications that are incomplete, not in prescribed format, not legible, without the required certificates and without requisite fee, shall be summarily rejected without assigning any reasons and no correspondence in this regard shall be entertained.

(xxxii) For any queries regarding this recruitment please send **E-mail to gm.ofmk@ord.gov.in or contact 040-23283455/23283469 on all working days from 8.00 AM to 05.00 PM (Monday to Friday).**

(xxxiii) Clarifications/Decisions of the Company in respect of all matters pertaining to this recruitment would be final and binding on all candidates.

(xxxiv) Any other terms and conditions of engagement can be determined and incorporated with the approval of the Competent Authority.

(xxxv) In case of any discrepancy/difference in interpretation, English version of advertisement shall prevail.

HEAD OF DEPARTMENT'S DECISION FINAL:

The decision of Chief General Manager, OFMK AVNL in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, conduct of interviews, selection and posting of selected candidates will be final and binding on the candidates and no query/ correspondence will be entertained in this regard.



CIN-U35990TN2021GOI145504

Annexure-C

DETAILED JOB SPECIFICATION, SKILLS REQUIRED FOR THE ADVERTISED POSTS:

JOB LOCATION: At Ordnance Factory Medak, Yeddumailaram, Sangareddy District, Telangana-502205.

JOB DESCRIPTION:

SNo	Particulars	JOB SPECIFICATION
1	Deputy Manager (Cyber Security) (Contract)	<p>The cyber security consultant will be responsible for overseeing of cyber security and reporting activities. In addition, the role will partner with, senior leadership, the human resources (HR) and information Technology (IT) staff to enhance and better integrate finance, HR function, and IT function.</p> <ul style="list-style-type: none"> a) Have a knowledge to perform the vulnerability assessments and penetration tests using tools as NMAP, Nessus, Niper, Burp suite, Metasploit and other toolsets as applicable in AVNL OFMK. b) Investigate, report & resolve issues on security threats and incidents c) Ability to coordinate and educate other professional in areas of cyber security expertise. d) Collaborating with network and system teams to ensure all required logs are collected. e) To identify problems, evaluate security issues, assess risk and implement solutions to defend against threats to network and computer systems of A VNL. f) Coordinate with IT Division of A VNL for all cyber security related works. g) Monitoring of servers related to Cyber security implementation at A VNL. h) Will be responsible to do any work as assigned by the senior officials. i) As per the requirement of higher management the professional should be available any day including holidays. In this regard undertaking to be given by professional.

Last date for receipt of Application at OFMK is 21 days from the date of publication of advertisement in the Employment News.

NOTE

Beware of touts and job racketeers trying to deceive by false promises of securing job in **AVNL/OFMK** either through influence or by use of unfair and unethical means. AVNL/OFMK has not appointed any agent(s) for action on its behalf. Candidates are warned against any such claims being made by persons/agencies. Candidates are selected purely as per merit based on interview. Beware of unscrupulous elements and do not fall in their trap. Candidates attempting to influence **AVNL/OFMK** directly or indirectly shall be disqualified and legal action can be initiated against them. Candidates are advised to consult only the DOO website ddpdoo.gov.in/career and beware of FAKE websites put up by unscrupulous elements/touts.

*****End of Document*****