

BRAHMAPUTRA VALLEY FERTILIZER CORPORATION LIMITED
(A Government of India Undertaking)

Corporate Office, Namrup,
P.O. Parbatpur, Dist. Dibrugarh, Assam: PIN-786623
FAX- 0374 2500317: e-mail: info@bvfc.co.in

Brahmaputra Valley Fertilizers Corporation Limited (BVFCL) was incorporated on 5th April 2002. BVFCL is a schedule 'B' CPSE under the administrative control of Ministry of Chemicals and Fertilizers, Department of Fertilizers, Government of India. It is the first plant of its kind in India to use associated natural gas as basic raw material for producing nitrogenous fertilizer. Presently BVFCL is in the expansion mode and has various new projects on the anvil. BVFCL provides fast track career growth to its employees with their all round welfare.

The company provides the following excellent facilities:

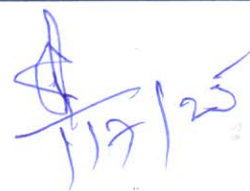
- ✓ Residential accommodations spread across six sectors in Namrup with 24x7 electricity, water supply and security.
- ✓ Door to door delivery facility of LPG Cylinders.
- ✓ 24 x 7 health care facilities in BVFCL hospital (including Pradhan Mantri Jan Aushadhalaya Kendra within the Hospital premises).
- ✓ New state of the art Dr. Bhupen Hazarika Park & Open Gym.
- ✓ Hi-tech indoor facility having badminton court with synthetic flooring and also Table-Tennis sports equipments.
- ✓ A separate Officers' Club, sports club with carom & other indoor sports facilities and huge playgrounds across the residential sectors.
- ✓ Three schools in its premises- (i) BVFCL Higher Secondary School, (ii) Kendriya Vidyalaya and (iii) Model Higher Secondary School.

The company invites applications from Indian nationals for the following posts:

S. No.	Post	Scale of Pay(Rs.)	Max. Age as on 01.07.2025	Job Specification	Qualification & Experience as on 01.07.2025 (Excluding training period)
1.	General Manager (HR) (E-8)- (01post UR)	Rs.51300-3% 73,000/- minimum gross pay : Rs.1,86,000/- approx.	55Years	The incumbent will be responsible for overall activities relating to Personnel, IR & Welfare, Administration, Hindi Cell, Legal & Training Departments which include planning,	Full time MBA with specialization in Personnel Management and Industrial Relations or Post Graduate Degree /Diploma in PIR/HRD/ Labour & Social

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				<p>implementing, monitoring and regulating the HR, IR and Administration matters as per Company's policy and various Labour Laws.</p> <p>Responsible for formulation & implementation of policies/strategies relating to departments under his administrative control and other related matters like Estate and Township, Disciplinary actions, Legal matters, conciliation adjudication proceedings before the statutory authorities and HRD activities. Liaisoning with Govt. Officers and statutory authorities.</p>	<p>Welfare with minimum 20 years post professional qualification Executive experience in Personnel & Administration Department of a PSU/Large Private Sector Organization, out of which 08 years should be in a Senior Managerial position. Degree in Law is desirable.</p> <p>The incumbent should have thorough knowledge of Labour Laws, Administration & Estate functioning, Training policies and with the latest HR practices. He shall be responsible for formulating Personnel Management policies including Succession Planning, Manpower/ Career planning, Recruitment and Selection etc. of the employees. The candidate should have a good exposure in the field of Industrial Relations, including Wage negotiation and handling of Legal matters, disciplinary conciliation, Adjudication</p>
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					proceedings before the statutory authorities. Preference will be given to incumbents having working experience in CPSE's.
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NB: UR- Unreserved, SC –Scheduled Caste, ST- Scheduled Tribe, OBC (NCL)- Other Backward Class (Non- Creamy Layer), EWS- Economically weaker section, PwBD- Persons with benchmark disabilities, Ex-SM- Ex- serviceman.

A. Apply online:

i. Candidates are required to apply online providing details regarding age, date of birth, qualification, division and percentage of marks obtained, years of passing and respective School/ College/ University, work experience including position held if any, name of employers with address, nature of duties, period of service, scale of pay, salary drawn and other requisite information/ declaration. Candidates are also required to upload the scanned copy of following documents, without which their application will not be accepted:

- a. Matriculation Certificate for age proof;
- b. Marks sheet all semesters / Degree certificate, as applicable, for proof of meeting educational qualification;
- c. Caste Certificate, if applicable;
- d. Divyang/ PwBD certificate, if applicable
- e. Experience Certificates
- f. ID proof issued by Government authority.

ii. Candidates fulfilling the prescribed eligibility criteria should apply through BVFCL website : www.bvfcl.com. No other means/mode of application shall be accepted. The relevant link for submission of online application will be available from **10: 00 hours on 01.07.2025** on BVFCL website www.bvfcl.com →Apply online. Submission of application will be allowed on the website upto **17:30 hours on 30.07.2025** unless changed as per the decision of BVFCL. Procedure regarding how to apply online is summarized in Clause No.B of the advertisement.

iii. The candidates should ensure that the details entered in online application are correct. On submission of duty filled in application online and making the prescribed payment, candidate is required to download the Application Form generated by the system with unique registration number.

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B. How to apply:

1. Before applying the candidates should ensure that they fulfill all the eligibility norms. Their registration will be provisional as their eligibility will be verified only in case they are shortlisted for selection. Mere issuance of call letter for appearing interview shall not imply acceptance of candidature. Candidature of a registered candidate is liable to be rejected at any stage of recruitment process or even after joining, if any information provided by the candidate is found to be false or not in conformity with the advertised eligibility criteria at any stage.

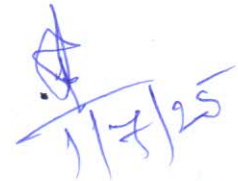
2. Eligible and interested candidates would be required to apply online only through BVFCL website: www.bvfcl.com

3. Before registering their application on the website, the candidates should possess the following:

- i) Valid e-mail ID, which should remain valid for at least one year;
- ii) Candidates should have latest passport size photograph in white background of size 140X160 kb (jpg or jpeg file only upto 50 Kb) as well as clear photograph of signatures in white background of size 90 X 120 Kb (jpg or jpeg file only upto 50 Kb) for uploading with the Application Form.
- iii) Supporting documents as detailed in the foregoing at Para.A.i. for uploading (jpg or jpeg or pdf file only upto 100 Kb each).
- iv) For payment of Application Fee of Rs 200/-, the "UR", "OBC" and "EWS" candidates can opt to pay through internet banking account or credit/debit card only.
- v) The registration form is available on following path: www.bvfcl.com – Apply online.

C. General Information and instructions:

1. Only Indian Nationals are eligible to apply.
2. Essential qualifications as specified must be from UGC recognized University/Deemed University or AICTE/ approved Autonomous Institution.
3. Against the unreserved posts, SC/ST/OBC/PwBD/Ex-SM/EWS candidates may be considered under general standard of merit against the said post provided no relaxation in age etc. is availed of/ extended to them.



4. BVFCL reserves the right to relax the criteria in case of highly deserving candidates, offer immediate lower posts in case candidates are not found suitable for the advertised/applied post.
5. Candidates employed in Govt. Department/Public Sector Undertaking/ Autonomous bodies shall either forward their application through proper channel or shall produce "No objection certificate" from their present employer at the time of interview.
6. Candidates applying for a post mentioned above and employed with Govt. department/PSUs/Autonomous Bodies must have **at least one year experience in the next below pay scale.**
7. The candidate working in State Government/State PSU/Private Sector should attach the organizational hierarchy of their existing organization mentioning his/her current level. Otherwise, his/her application will not be considered.
8. In case of candidates from private organizations, the CTC should be equivalent to the advertised post or more for meeting eligibility.

The CTC details for the aforesaid mentioned posts is as under :-

S.No.	Name of the post	CTC in Rs. (approx.)
1	General Manager (HR.)- (E-8)	Rs. Rs.24.00 Lacs

9. Mere eligibility will not vest any right on any candidate to be called for interview for any post. The Corporation reserves the right to restrict the eligible candidates to be called for interview to a reasonable limit on the basis of convenient norms that may be decided by the Corporation.
10. Before applying for the post, **candidates should ensure that he/she fulfils the eligibility and other criteria mentioned in this advertisement.** BVFCL would be free to reject any application at any stage of the recruitment process, if the candidate is found ineligible for the post for which he/she has applied. The fee paid by ineligible candidates shall be forfeited. No correspondence shall be entertained in this regard. Only the shortlisted candidates, who are found apparently eligible based on the details given in the application form, will be called for interview.
11. Out station candidates called for interview shall be paid single to and fro rail fare in AC-II tier restricted to shortest rail/road route on production of Railway/Bus ticket.
12. Posting of selected candidates shall be at Registered Office of the Corporation, Namrup and their service will be liable to be transferred anywhere In India.



13. Apart from the pay and allowances (Basic pay, D.A, fringe benefits, NE Allowance, Namrup allowances etc.) other benefits includes Gratuity, PF, Employees Pension Scheme under EPS'95, Group Insurance, Medical benefits, Residential accommodation/ HRA (depending on place of posting), Educational assistance for children etc. as per rules of the BVFCL. Higher start in the time scale of pay may be considered in case of deserving candidates.
14. Candidates released on VRS/VSS from any Government organization/PSUs fulfilling the above condition, may also apply and in the event of his/her selection he/she will be required to deposit the entire ex-gratia benefits to the Corporation before joining as per rules.
15. Canvassing in any form will result in cancellation of the candidature.
16. BVFCL reserves the right to change the number of vacancies and cancel / restrict / modify / alter the recruitment/ selection process, if required, without issuing any further notice or assigning any reason thereof.
17. Court of jurisdiction for any dispute pertaining to any issue arising out of this recruitment process will be at Dibrugarh only.

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