

No.: **TCL/COR.HR/0204/TENURE BASIS/2025**

Dated: 28.06.2025

ADVERTISEMENT NO. H/02/2025

ENGAGEMENT OF PROFESSIONALS ON FIXED TERM TENURE BASIS

Troop Comforts Limited is a 100% Government owned new Defence Public Sector undertaking under the Department of Defence Production, Ministry of Defence. It has been carved out of erstwhile Ordnance Factory Board vide GOI notification dated 16.08.2021 and has commenced its business activities as DPSU from 01.10.2021. Troop Comforts Limited is having 04 manufacturing units located in different geographical locations across India to cater the requirements of Indian Defence Forces including MHA Forces and various State Police Forces.

TCL deals in the manufacturing of various categories of clothing items and accessories ranging from uniforms, general stores to technologically advanced products to make our Indian Armed Forces to work effectively even in the hostile environmental conditions of -50°C to +50°C (Glacier to Deserts).

TCL has vast experience of more than 160 years to serve the Indian Armed Forces by providing them Qualitative troop comforts items with customized requirements. It is involved in manufacture of Life Cycle Clothing (LCC), Extreme Cold Climate Items (ECC), Special Clothing & Mountaineering Equipment (SCME), Supply Drop Equipment (SDE), Water Storage Equipment, Covers, Tentages, Leather Items, Arrester Barrier, General Stores, etc. for Defence Services and Civil Sector. It offers great work environment and challenging opportunities for the professional to prove their mettle. Applications are invited from experienced professionals for the following positions on fixed term tenure basis:

SL NO.	Particulars	
1	Name of Post	Chief Information Manager
2	Equivalent level of Post – for TA/DA and other purposes only	E-3 (As per IDA scale)
3	No of Positions	01 No (Fixed term tenure basis)
4	Place of Posting	Kanpur
5	Age	Not below 26 years and not above 40 years of age.
6	Qualification	B.E./B.Tech in Computer Science/IT or MCA from recognized Institute/University with min. 60% aggregate
7	Experience	Min. of 6 years in IT company/Institute/Lab with experience of Network

No.: **TCL/COR.HR/0204/TENURE BASIS/2025**

Dated: **28.06.2025**

ADVERTISEMENT NO. H/02/2025

ENGAGEMENT OF PROFESSIONALS ON FIXED TERM TENURE BASIS

Troop Comforts Limited is a 100% Government owned new Defence Public Sector undertaking under the Department of Defence Production, Ministry of Defence. It has been carved out of erstwhile Ordnance Factory Board vide GOI notification dated 16.08.2021 and has commenced its business activities as DPSU from 01.10.2021. Troop Comforts Limited is having 04 manufacturing units located in different geographical locations across India to cater the requirements of Indian Defence Forces including MHA Forces and various State Police Forces.

TCL deals in the manufacturing of various categories of clothing items and accessories ranging from uniforms, general stores to technologically advanced products to make our Indian Armed Forces to work effectively even in the hostile environmental conditions of -50°C to +50°C (Glacier to Deserts).

TCL has vast experience of more than 160 years to serve the Indian Armed Forces by providing them Qualitative troop comforts items with customized requirements. It is involved in manufacture of Life Cycle Clothing (LCC), Extreme Cold Climate Items (ECC), Special Clothing & Mountaineering Equipment (SCME), Supply Drop Equipment (SDE), Water Storage Equipment, Covers, Tentages, Leather Items, Arrester Barrier, General Stores, etc. for Defence Services and Civil Sector. It offers great work environment and challenging opportunities for the professional to prove their mettle. Applications are invited from experienced professionals for the following positions on fixed term tenure basis:

SL NO.	Particulars	
1	Name of Post	Chief Information Manager
2	Equivalent level of Post – for TA/DA and other purposes only	E-3 (As per IDA scale)
3	No of Positions	01 No (Fixed term tenure basis)
4	Place of Posting	Kanpur
5	Age	Not below 26 years and not above 40 years of age.
6	Qualification	B.E./B.Tech in Computer Science/IT or MCA from recognized Institute/University with min. 60% aggregate
7	Experience	Min. of 6 years in IT company/Institute/Lab with experience of Network

		& Data Center Mgt, website Design / Computer hardware/Software systems. Preference will be given for experience as Team leader/IT head/ Lead analyst and Digital Marketing.
8	Term & Condition	Detailed terms and conditions, Role, Job Description, Duties and Responsibilities are enclosed as Annexure -A & B
9	Tenure	03 years, subject to annual satisfactory performance and need for continued engagement of professional by TCL.
10	Consolidated Emoluments	Consolidated Rs. 90,000/- (Ninety Thousand) per month all inclusive, and revised annually based on performance as per TCL policy. A medical allowance of fixed amount @ Rs. 1,000/- per month. No other perks & benefits are entitled except TA/DA for traveling out of station. Suitable accommodation may be provided on nominal payment basis subject to availability.

How to apply

1. Interested candidates may apply online mode only on the online recruitment portal on website (<https://www.troopcomfortslimited.co.in>). Hard Copy will not be entertained. Application shall be submitted on online recruitment portal along with scanned self-attested copies of evidence of proof of age, qualification and experience, listed or turnover details, last drawn pay including level/grade or CTC as applicable etc.
2. The cut-off date for age, qualification, and experience will be 19/07/2025.
3. Last date for receipt of Application at TCL website 19/07/2025.
4. Application fee (Non-refundable Rs.500/-) to be paid **through SBI e Pay only**. SC/ ST/PwD/ Ex-Servicemen applicants are exempted from payment of application fees.
5. Non-submission 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 cancelled.
6. 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 only. The engagement of above professionals on tenure basis will be subject to the terms and conditions attached as **Annexure – A**. **All the candidates are required to go through the terms and conditions thoroughly before filing their applications.**

sd/-

General Manager/HR
Troop Comforts Limited
Corporate Hqrs., Kanpur

कॉरपोरेट मुख्यालय—टी.सी.एल. कॉरपोरेट भवन, जी.टी. रोडकानपुर (उ०प्र०) 208013

फोन : 0512-2451781 – 82, फैक्स: 0512-2450099

CORPORATE HQRS: TCL CORPORATE BHAWAN, G.T. ROAD, KANPUR, (U.P.) – 208013

PHONE: 0512-2451781-82, FAX: 0512-2450099

E-Mail: info@troopcomfortslimited.co.in

Annexure 'A' of Advt. No. H/02/2025

Terms and Conditions for Engagement of Professionals on Fixed Term Tenure basis

Criteria for Engagement

1. Engagement of Tenure based Personnel may be for the period required but shall not exceed a maximum of three years from the date of engagement subject to satisfactory performance and yearly review. The tenure will come to an end automatically on completion of three years from the date of joining, without any further notice. The employment can be terminated, at any time, during the period of tenure engagement, by giving two month's notice by either party or payment of Consolidated Remunerations of notice period. On resignation by candidate before 11 months of engagement period, one month consolidated remuneration will be forfeited.
2. Applications received after due date will be rejected.
3. Rs 500/- (Rupees Five hundred only) which is non-refundable (exempted in the case of SC /ST/ PWBD/ Ex-servicemen) is to be paid as Application Fee.
4. The candidates who are short listed for interview will be advised to bring required original documents / testimonials, along with self attested copies, in support of Age, Qualification, and Experience etc. The certificates are to be verified by a designated Officer of HR before the candidate is permitted to attend the interview as under:-
 - (a) Documentary evidence of proof of Date of Birth i.e. SSC Board Certificate or Secondary School Leaving Certificate only.
 - (b) Documents / Certificates in proof of Educational Qualifications and Experience.
 - (c) Experience Certificate on the Company letter Head, which has the details of the Company etc., if employed, the Relieving Certificate and Service Certificate from the present employer.
5. **Remunerations:**
 - (i) Chief Information Manager - Rs 90,000/- all inclusive (Monthly)
6. An annual increase of 5% per year during the tenure shall be admissible on the Consolidated Remuneration, subject to satisfactory performance.
7. No HRA will be payable.
8. A lump sum amount of Rs.1,000/- per month will be admissible to meet the Medical Expenses (both in-patient and outpatient), based on self-certification. This amount shall be paid on monthly basis along with the Consolidated Remuneration. You will not be entitled for any other Medical Benefits.
9. Entitlement to 10 days Casual Leave in every calendar year and also to 2 days of Earned Leave (EL) with Pay for every calendar month of service.
10. The candidate will be required to abide by various Company Rules & Regulations (as applicable to Regular employees) which govern carrying out the assigned tasks and conduct, like Standing Orders, transferability to other Departments etc.
11. The candidate will be covered under applicable Rules with respect to Income Tax, Professional Tax, etc.
12. The candidate will not be entitled for any Allowances or Benefits including promotion etc. other than those contained in the Offer of Tenure engagement.
13. The candidate's performance will be assessed as per Rules of the Company. In case of non-

performance or poor performance, the Contract of Engagement can be terminated without assigning any reason with two month's notice.

14. The persons engaged on full time basis will not be allowed to take any other assignment during the period of contractual engagement.
15. The persons engaged will be required to work on jobs as decided by the Company. Absence from duty other than on authorized Leave / Company Holidays will result in proportionate reduction in the Consolidated Remuneration and necessary action may be taken accordingly. The candidate may be called for duty on Company holidays in exigencies of service.
16. The Tenure Based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company.
17. TCL 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 TCL.
18. 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.
19. Any corrigendum/clarifications of the advertisement, if necessary, shall only be uploaded on TCL website and no separate press coverage shall be done for this purpose.
20. No TA/DA will be entitled to candidates called for the interview before the Selection committee.
21. The candidates must have an active E-mail ID & Mobile number which must remain valid for at least 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 do 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 Company website for latest updates.
22. The Interview/ Selection process will be carried out by the respective factory for which candidate has applied.
23. For any queries regarding this engagement, please send E-mail to info@troopcomfortslimited.co.in or contact on 0512-2451781-82 Ext 231 & 249 on all working days from 9.30 AM to 06.00 PM (Monday to Friday).
24. **TCL's Decision Final:** The decision of Chairman & Managing Director, TCL in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, conduct of interviews, selection and engagement of selected candidates will be final and binding on the candidates and no query/ correspondence will be entertained in this regard.

Annexure 'B' of Advt. No. H/02/2025

A. ROLE OF CHIEF INFORMATION MANAGER :

The CIM as a member of TCL executive team, will be in-charge of the information technology (IT) initiatives and strategies of the TCL. One of his major responsibility will be to maintain and improve the organization's Information Technology processes by way of maximizing TCL productivity, increase in efficiency and making complex tasks more achievable through automation. His job will evolve, as the storage, transmission and analysis of electronic information grows in the TCL. He will also ensure that the technological functionality supports the overall strategic vision of TCL.

Technology has become a key factor for developing & innovating products and services in any company to sustain business growth. As a result, with the help of new technologies like Cloud Computing, Data Analytics, Dev Ops, the Internet of Things, Block Chains and Artificial Intelligence, CIM will drive changes in the TCL.

As the new technologies will keep on emerging and digital transformation will rapidly accelerate, the CIM must continue to develop skills that go beyond traditional technology management.

B. JOB DESCRIPTION AND DUTIES OF CHIEF INFORMATION MANAGER:

CIM will be responsible for the IT and computer systems of TCL to support TCL enterprise goals, innovate, collaborate, & balance the IT needs of the TCL. As a member of an organization's executive team, the CIM must show strong business acumen, outstanding communication skills, strategic planning skills and knowledge of organization's internal operations and technology initiatives.

C. RESPONSIBILITIES OF CHIEF INFORMATION MANAGER:

- Planning, deploying and maintaining IT systems, operations, IT services frame work and IT security policies.
- Managing the organization's software development needs.
- Developing IT policies, procedures and best practices across the organization.
- Ensuring IT strategies and processes in conjunction with company-wide goals.
- Staying updated on IT trends and emerging technologies.
- Improved relationships with vendors, contractors and service providers through IT Services.
- Managing & developing IT staff to achieve TCL IT development goals.
- Managing and overseeing the IT budget.
- Explaining to the board of directors and other executives the benefits and risks of new IT-related projects.
