Ordnance Factory Badmal
Unit of Munitions India Limited
Govt. of India Enterprise
Ministry of Defence
Badmal, Bolangir (Odisha) - 767070

आयुध निर्माणी बड़माल
म्यूनिशंस इंडिया लिमिटेड की इकाई
भारत सरकार का उद्यम
रक्षा मंत्रालय
बड़माल, बलांगीर (ओड़िशा) -767070

फोन / Phone973 – 969 250-06655 :, फैक्स / FAX:06655-250561/250271, ई-मेल / e-mail: gm_ofbol@ord.gov.in

ENGAGEMENT OF GRADUATE & DIPLOMA PROJECT ENGINEER ON TENURE BASIS IN ORDNANCE FACTORY BADMAL, BALANGIR (ODISHA)

Full Advertisement / Notification
(No.1002/Tenure/PER(RC)/OFBL/2026)

Offline applications are invited from the citizen of India fulfilling the requisite qualification/criteria against the vacancies of "Tenure Based Graduate & Diploma Project Engineer" on CONTRACT BASIS, to work in Ordnance Factory Badmal, Odisha 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's performance.

2.0 Details of Name of Post, Discipline, Basic Pay & Vacancies are as follows :

Name of the Post	Basic Pay	Level	Reservation Break-up						Total Vacancies
			UR	OBC (NCL)	SC	ST	EWS	Ex-Service Man (Horizontal)	
Graduate/Diploma Project Engineer (Chemical)	1st Yr. Rs.36000/- 2nd Yr. Rs.37080/- 3rd Yr. Rs.38192/- 4th Yr. Rs.39338/-	Supervisory	**02**	--	--	--	--	--	**02**
Graduate/Diploma Project Engineer (Electrical & Instrumentation)			**02**	--	--	--	--	--	**02**

Note : The number of vacancies may increase or decrease depending upon requirement of Ordnance Factory Badmal.

3.0 Educational Qualification :

Name of the Post	Educational Qualification	Apprenticeship	Remarks
Graduate/Diploma Project Engineer (Chemical)	B.E / B.Tech. / Diploma in Chemical Engineering OR B.Sc Graduate with Chemistry as one of the major subjects.	Having Apprenticeship in relevant trade/ discipline in Ordnance Factories under Munitions India Limited OR in Factories manufacturing/handling ammunitions & explosives OR in Factories other than manufacturing/handling of ammunition & explosives.	Candidates of respective trade/discipline without apprenticeship may also apply.
Graduate/Diploma Project Engineer (Electrical & Instrumentation)	B.E / B.Tech. / Diploma in relevant trade/ discipline.		

NOTE :-

(a) The following **Order of Preference** will be strictly followed while preparing the merit list for engagement of Graduate/Diploma Project Engineer (Chemical) :-

Sl. No.	Educational Qualification	Apprenticeship	Remarks
(i)	Graduate (B.E/B.Tech.) or Diploma in Chemical Engineering	Apprenticeship in the manufacturing/handling of ammunitions & explosives	• 1st preference will be given to B.E/B.Tech. candidates. • 2nd preference will be given to Diploma candidates.
(ii)	B.Sc Graduate with Chemistry as one of the major subjects	Apprenticeship in the manufacturing/handling of ammunitions & explosives	• 3rd preference.
(iii)	Graduate (B.E/B.Tech.) or Diploma in Chemical Engineering	Apprenticeship in Chemical **other than** manufacturing/ handling of ammunitions & explosives	• 4th preference will be given to B.E/B.Tech. candidates. • 5th preference will be given to Diploma candidates.
(iv)	Graduate (B.E/B.Tech.) or Diploma in Chemical Engineering or B.Sc. with Chemistry as one of the major subjects	Without Apprenticeship	• 6th Preference (in case of non-availability of suitable candidates possessing apprenticeship in the respective trade/discipline).

(b) The following **Order of Preference** will be strictly followed while preparing the merit list for engagement of Graduate/Diploma Project Engineer (Electrical & Instrumentation) :-

Sl. No.	Educational Qualification	Apprenticeship	Remarks
(i)	Graduate (B.E/B.Tech.) or Diploma in respective Trade/Discipline	Apprenticeship in the manufacturing/handling of ammunitions & explosives	• 1st preference will be given to B.E/B.Tech. candidates. • 2nd preference will be given to Diploma candidates.
(ii)	Graduate (B.E/B.Tech.) or Diploma in respective Trade/Discipline	Apprenticeship in Chemical **other than** manufacturing/ handling of ammunitions & explosives	• 3rd preference will be given to B.E/B.Tech. candidates. • 4th preference will be given to Diploma candidates.
(iii)	Graduate (B.E/B.Tech.) or Diploma in respective Trade/Discipline	Without Apprenticeship	• 5th Preference (in case of non-availability of suitable candidates possessing apprenticeship in the respective trade/discipline).

(c) Candidates of respective Trade/Discipline without Apprenticeship shall be considered only in the event of non-availability of eligible apprenticeship candidates in the respective Trade/Discipline.

(d) 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 Badmal.

4.0 Age Limit : Between 18 and 30 years as on the closing date of receipt of application for General Candidates.

5.0 Application Fees : NIL

6.0 How to Apply : Candidates are required to download and print the Application Form and fill up the same in BLOCK LETTERS only. Candidates must go through the detail terms & conditions and also check the website regularly for any further updates. The envelope must be clearly superscripted as "**APPLICATION FOR THE POST OF TENURE BASED GRADUATE/DIPLOMA PROJECT ENGINEER (*mention the Trade/Discipline*) ON CONTRACT BASIS**". Filled-in Application duly signed along with necessary enclosures & one extra photograph self-attested (in the back side of the photograph) are to be forwarded by post to the following address only :

THE CHIEF GENERAL MANAGER
ORDNANCE FACTORY BADMAL
PO - BADMAL
DISTRICT - BALANGIR
PIN - 767070
ODISHA

7.0 Closing/Last Date for Receipt of Application : 21 days from the date of publication of advertisement in Employment News.

8.0 Remuneration :

(i) Remuneration will be paid at the rate of 1/30th of the pay at the basis of the relevant pay scale plus dearness allowance for work of 8 hours a day. Proportionate deductions shall be made for unauthorized leave/absence from duty etc. The engaged personnel will be eligible for Company Holidays at par with regular employees.

(ii) IDA as prevalent will be applicable.

(iii) House Rent Allowance as per classification of Cities (where Company Quarter is not available).
Note : In case of availability of Company Quarters, priority would be given for allotment of Quarters. License fee for Quarters will be deducted at the rates as applicable to regular employees

(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, 1923 [as amended through EC(Amendment) Act, 2017] as per Act and Government guidelines.

(vi) Personnel engaged on fixed term basis are eligible to Bonus (if applicable) as per Bonus Act 1965 amended time to time.

9.0 Process of Engagement :

(i) Selection of the candidates shall be done based on the Marks secured in the Degree and Diploma and personal Interaction/Interview only, in the order of merit & preference.

(ii) Candidates qualifying in Degree and Diploma and having apprenticeship will be called for Document Verification and personal Interaction/Interview based in the order of merit (Preference & Category wise). Candidates found eligible in Document Verification will be called for personal Interaction/Interview.

(iii) Cut off percentage for calling candidates for Document Verification and personal Interaction/Interview will be decided by Ordnance Factory Badmal, based on the marks secured in the qualifying examination i.e. Degree or 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 candidates will be called for Document Verification and Personal Interaction/Interview 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.

10.0 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.

11.0 General Conditions :

(i) The self-attested copies of Educational Qualifications, Certificate for Age Proof, Experience Certificate from Institutions (if any), Caste Certificate (for OBC(NCL) Candidates), etc. should be enclosed along with the application. At the end of application form, list of documents to be attached has been mentioned.

(ii) The OBC candidate applying for the post under OBC category should also have to submit duly signed undertaking in the format 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) No correspondence enquiry through Phone/messenger will be entertained.

(v) Canvassing in any form will lead to disqualification.

(vi) Mere submission of application form does not guarantee issue of "Call Letter" for Personal Interaction/Interview.

(vii) Only short listed candidates will be informed through post and e-mail for Document Verification and Personal Interaction/Interview in due course.

(viii) Ordnance Factory Badmal will not be responsible for late / non-receipt of filled-in application / Call letters, etc., due to postal delay or any other reasons.

(ix) E-mail ID & Phone / Mobile Numbers so provided in the application should be kept active till completion of the whole recruitment process.

12.0. 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 Earned Leave (EL) 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 15th day of that month.
Note :- Encashment of Leave in respect of Tenure based Personnel will be governed by applicable Rules and Terms & Conditions applicable to the regular employees as notified from time to time.

(iii) Personnel engaged will be entitled for One Day Casual Leave (CL) for each completed month in the calendar year. Further, personnel joining between 1st and 15th of the month will be granted one day Casual Leave (CL) for that month also.

(iv) Personnel Engaged cannot take more than 03 days leave in a month and cannot take continuously 03 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 years from the date of engagement (including initial period) based on factory requirement and individual's 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) Tenure based personnel will be eligible for Company Quarters, wherever available. License Fee for Quarters will be deducted at the rates as applicable to regular workmen.

(xiv) Tenure based personnel 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 the advertisement

(xv) The Tenure based Personnel will not be entitled for any Allowances or Benefits other than those indicated in this advertisement.

(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 employment can be terminated at any time, during the period of tenure by giving one month's notice by either party or payment of the Basic Pay + DA components in the Consolidated Remuneration in lieu of the Notice.

(xix) The Tenure based Personnel will be governed under Conduct & Discipline Rules framed & formulated for them by the Company.

13.0 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.

14.0 Candidates to Ensure their Eligibility for the Engagement : The candidates applying for the afore-mentioned vacancies should ensure that they fulfill all eligibility conditions for the post applied for.

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15.0 Other Information to the Candidates :

(i) Admission to all the stages of the selection procedure will be purely provisional subject to satisfying the prescribed eligibility conditions.

(ii) Mere issue of Call Letter/Admit Card to the candidates for the Document Verification and Personal Interaction/Interview will not imply that his/her candidature has been finally accepted by Ordnance Factory Badmal.

(iii) Verification of eligibility conditions with reference to original documents will be done only at the time of document verification in the factory.

(iv) The candidates should regularly check their email ID for any correspondences from O F Badmal regarding engagement.

16.0 Resolution of Tie : The tie cases will be resolved in the following order of preference:-

(i) Ex-Graduate/Diploma Apprentice of Ordnance Factories under Munitions India Limited.

(ii) Ex-Graduate/Diploma Apprentice of Factories manufacturing/handling ammunitions and explosives.

(iii) Higher marks in Graduation/Diploma Examination.

(iv) Date of Birth - Elder candidate will be given preference.

17.0 Admit Cards / Call Letters will be forwarded to the candidates by post and e-mail.

18.0 Any dispute with regard to the tenure based Graduate/Diploma Project Engineer against this advertisement will be subject to Courts / Tribunals situated in Odisha only.

19.0 The Competent Authority reserves the right to adopt any alternative lawful mode of selection in part or in whole, in case of contingency.

20.0 Ordnance Factory Badmal reserves the right to amend content of this advertisement as and when situation warrants & can issue corrigendum i.r.o rules and regulations.

The citizens of India who are fulfilling the requisite qualification as mentioned in the advertisement can apply for the post.

--------Sd-------
Manager
For Chief General Manager
Ordnance Factory Badmal

AMMUNITION AND EXPLOSIVE GROUP OF ORDINANCE FACTORIES UNDER MUNITIONS INDIA LIMITED

Sl. No.	Name of Factories	Abbreviation
1	Ammunition Factory Kirkee	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 Dehu Road	OFDR
9	Ordnance Factory Bhandara	OFBA
10	Ordnance Factory Chanda	OFCH
11	Ordnance Factory Varangaon	OFV
12	Ordnance Factory Badmal	OFBL

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
AOCP- Attendant Operator Chemical Plant
DBW- Danger Building Worker
NCVT- National Council for Vocational Training
DA- Dearness Allowance
OT- Overtime
LTC- Leave Travel Concession
EL- Earned Leave
CL- Casual Leave

APPLICATION FOR THE POST OF GRADUATE/DIPLOMA PROJECT ENGINEER (CHEMICAL) ON CONTRACT BASIS
(To be forwarded by post)
(Ref Advt. No. 1002/Tenure/Project Engineer/PER(RC)/OFBL/2026)

To
The Chief General Manager
Ordnance Factory Badmal
Dist- Balangir
Odisha- 767070

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	GRADUATE/DIPLOMA PROJECT ENGINEER (Mention the Discipline) ON TENURE BASIS		
02	Educational Qualification/Discipline			
03	Apprenticeship Details			
04	Name in Block Letters (as mentioned in 10th Certificate)			
05	Gender			
06	Father's / Husband's Name			
07	Date of Birth (as mentioned in 10th Certificate)	Day (DD)	Month (MM)	Year (YYYY)
08	Age (as on closing date of receipt of application)			
09	Nationality			
10	Category [UR/SC/ST/OBC(NCL)]			
11	Whether Person with Disability or Not, if yes please mention details	YES / NO		
12	Complete postal Address & Pin code for communication	STATE : PIN :		
13	Mobile / Phone Number	(1) (2)		
14	E-mail ID	(1) (2)		
15	Two Prominent & Visible identification mark	(1) (2)		
16	Medium of Personal Interaction/ Interview	English / Hindi		

17. Details of Educational and other qualifications starting from X standard / SSLC :

Name of the School / College	Name of Recognised University / Board of Examination	Examined Passed	Year of passing	Percentage of marks*

* If the marks awarded are in SGPA/CGPA mode, the same must be converted in percentage as per Board/University guidelines.

18. Details of Apprenticeship Training :

Name of the Discipline	Name of the Ordnance Factory / other Organisation	Training Period		Batch No.	Year of Passing	Certificate No. & Date of Issue
		From	To			

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

Details of Company / Organisation	Designation / Post	Period		Nature of Duties
		From	To	

20. Check List of Enclosures :

Sl. No.	ENCLOSURES	YES/NO
1	Copy of Xth / SSLC Certificate (For proof of Date of Birth)	
2	Copy of 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	Copy of Other Educational Qualification Certificates & Mark Sheet, if any	
4	Copy of Apprenticeship Certificate & Mark Sheet, if any	
5	Copy of Aadhar Card	
6	Copy of Experience Certificate, if any	
7	Copy of Caste & Category Certificate, if any	
8	Whether all above documents / certificates are self-attested	
9	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, Shri/Smt./Kum._____ have read the instructions carefully before sending this application. I hereby declared that all the statements made in this application are true & correct 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 stage/time.

Date:

Place:

(Name & Signature of the Candidate)