



CIN-U35990TN2021GOI145504

**Detailed Advertisement for Engagement of
PROFESSIONALS ON FIXED TERM BASIS in VFJ-A UNIT OF AVNL**

सं./No.: 301/21/HR/Fixed Term/ESTT/VFJ/2024

Dated: 14-02-2025

ADVERTISEMENT FOR ENGAGEMENT OF PROFESSIONALS ON FIXED TERM CONTRACT BASIS

Armoured Vehicles Nigam Limited (AVANI) (AVNL) is a new Defence PSU with its headquarters at Avadi (Chennai). It has five (05) constituent production units and has around 12,000 employees. AVNL produces battle tanks i.e T-72, T-90, MBT Arjun and Infantry Combat Vehicles, support vehicles (MPV, AERV etc.) and defence mobility solutions (Stallion, LPTA etc.) for the armed forces and homeland security agencies. It is the current market leader in this segment. It is a new Government Company with Great Future. It offers great work environment and challenging opportunities for the professionals to prove their mettle. Applications are invited from professionals for the following positions on fixed term contract basis in Vehicle Factory Jabalpur (M.P.)-482009 :

1. Chartered Accountant

Sl.No.	Particulars	Details
1	No. of Positions	01(Un reserved)
2	Maximum Age	21-35 Yrs.
3	Qualifications	a. Essential: Chartered Accountant (CA) passed.
4	Experience	1. Minimum 05 years in Finance, accounting or auditing, with at least one (01) year of handling books in a PSU or Public Sector environment. 2. Strong understanding of Public Sector financial regulation, government accounting standards and statutory reporting requirement. 3. Familiarity with accounting systems used in PSUs and government bodies (e.g. Tally, PPC etc).
5	Nature of responsibilities	Detailed terms, qualification, experience, job specification, skills required for the post are attached as Annexure –A

6	Tenure	01 year (extendable)
7	Remuneration:	Rs.75000/-(All inclusive)

How to apply

1. Interested candidates may download the application from the website (avnl.co.in) as attached at **Annexure B** to this advertisement. Hard Copy of duly filled in application shall be submitted alongwith 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/courier service to **The Chief General Manager, Vehicle Factory, Jabalpur- 482009** super-scribing the envelope with the name of the post applied for. **Last date for receipt of Application at VFJ will be 21 days from the date of publication of advertisement in Employment News.**

2. Application fee (Non-refundable Rs.300/-) to be paid **through SBI Collect (PSU-Armoured Vehicles Nigam Limited – Miscellaneous)** or by means of a Demand Draft drawn in favour of **Armoured Vehicles Nigam Limited**, payable at Chennai. SC/ST/PwD/Ex-SM/EWS/Female applicants are exempted from payment of application fees.

3. 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 Biodata and in educational/professional qualification certificates, application will be liable to be cancelled. AVNL management will not take any responsibility for any delay in receipt or loss in postal transit for any application or communication.

4. 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 -C**. **All the candidates are required to go through the terms and conditions thoroughly before filing their applications.**

Detailed terms, qualification, experience, job specification, skills required for the post

1. Name of the Post: **Chartered Accountant**
2. Number of vacancies-01 Unreserved
3. Location: Vehicle Factory Jabalpur
4. Tenure -01 years(extendable by another year)
5. Reservation: Unreserved
6. Age: 21-35 Years.
7. Remuneration: Rs. 75000/- (All inclusive)

Qualification:

Essential: Chartered Accountant (CA) Passed

Experience: -

1. Minimum 05 years in Finance, accounting or auditing, with at least one (01) year of handling books in a PSU or Public Sector environment.
2. Strong understanding of Public Sector financial regulation, government accounting standards and statutory reporting requirement.
3. Familiarity with accounting systems used in PSUs and government bodies (e.g. Tally, PPC etc).

Skills:

- Expertise in financial reporting, tax compliance, audit and government accounting.
- Strong knowledge of Indian accounting standards (Ind AS), tax laws, and financial regulations.
- Proficiency in MS Office, particularly Excel for financial analysis and reporting.
- Strong analytical, problem solving and decision making abilities.
- Excellent communication skills for liaising with government authorities, auditors and internal stakeholders.

Personal Traits:

- High level of integrity and accountability.
- Detail oriented and organized with the ability to work under pressure.
- Strong commitment to public service and adherence to transparency.

Working Conditions:

- Location: Jabalpur
- Occasional travel may be required for audits, meetings with stakeholders or site visits.

Job Specification:

1. Financial Reporting and Compliance

- Review financial statements in compliance with Indian GAAP (Generally Accepted Accounting Principles) and relevant government accounting standards.
- Monitor compliance with government regulations, accounting policies and PSUs specific financial guidelines.

2. Taxation and Government Compliance: -

- Oversee tax filings, including corporate tax, GST and other statutory taxes, ensuring adherence to the latest tax laws and regulations.
- Provide strategic advice on tax planning and ensure the PSUs compliance with taxation norms set by the government.

3. Audit Management:

- Lead and coordinate internal and external audits for the organization.
- Ensure timely preparation and submission of audit reports, addressing any discrepancies or audit findings.
- Ensure that internal controls are robust, and risks are mitigated in accordance with best practices in PSU accounting.

4. Internal Controls and Risk Management: -

- Implement and review internal financial controls to ensure the accuracy, transparency and efficiency of financial operations.
- Ensure that public funds are utilized effectively and responsibly in accordance with PSU regulations.
- Identify and assess financial risks, recommending corrective actions to mitigate them.

5. Accounting and Financial Operations:

- Oversee the day to day accounting operations, including accounts payable, accounts receivable, payroll and general ledger.
- Review proper accounting of all transactions and reconciliation of accounts, in line with PSU procedures.
- Ensure that all financial records are accurately maintained and available for inspection when required by regulatory bodies.

6. Government and Statutory Reporting:

- Review compliance with all statutory reporting requirements, including submission of reports to the Comptroller and Auditor General (CAG), Ministry of Finance and other relevant authorities.

7. Strategic Financial Support:

- Provide financial advice and strategic support to senior management to optimize financial performance and resource allocation.

- Contribute to decision making processes by providing detailed financial analysis and projections.
8. Team Management and Development:
- Manage, mentor, and guide junior accountants and finance staff in day to day activities, ensuring adherence to accounting standards and PSU policies.
 - Conduct training and workshops to enhance the team's technical accounting knowledge and skills.

ADDITIONAL INFORMATION

- a. For the posts indicated, the candidates should have qualified Chartered Accountant from approved college/Institute or recognized University.
- b. Only full-time regular courses will be considered as qualification.
- c. Candidates applying for the above indicated posts should possess 55% and above for General/EWS/OBC and Pass class for SC/ST/PWD.
- d. Candidates have to compulsorily attach the Provisional/Final Certificate as proof of completion of CA.
- e. In case any University/Institution or college is following an evaluation system of CGPA/DGPA/OGPA or letter grade, wherever applicable, it is mandatory for the candidate to submit proof of Percentage (%) issued by university/Institution/College and awarded class along with the degree certificate.
- f. In case there is no mention of specialization in the qualifying degree as required in the minimum essential educational qualification, candidates are required to submit a Certificate from their University/Institution/College which indicates their specialization in qualifying degree.
- g. Candidate's application without the relevant prescribed documents mentioned will be rejected/ cancelled without any prior intimation.

POST QUALIFICATION EXPERIENCE AS ON DATE OF ADVERTISEMENT.

Candidate should possess minimum **Five years** of relevant post-qualification experience as required against post.

1. The post qualification work experience is the period of work experience starting from the month immediately succeeding the month and year of final examination in which the candidate acquires the minimum essential educational qualification. The work experience shall be in full time job on regular salary basis, after acquiring prescribed minimum essential educational qualification.
2. 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.

3. Any other nature of experience like freelance experience will not be considered as it is not a fulltime job and required number of years of experience cannot be established.

4. Entrepreneurial experience will not be considered for the purpose of ascertaining required number of years of post-qualification experience

Note:

a. Candidate possessing relevant post-qualification experience only needs to apply.

b. Academy/Teaching/Research work, experience in non-profit organization internship/project work placements are part of academic curriculum will not be considered as experience. Work experience prior to completion of CA will not qualify as relevant Post Qualification Experience.

c. Candidate should possess experience certificates/documents issued by the previous and present employer clearly indicating period of employment and post held.

d. The decision of the Selection Committee with respect to industrial experience will be final. Work experience indicated without supporting documents will not be considered and is liable to be reject/cancelled without any prior intimation.

DOCUMENTARY EVIDENCE FOR WORK EXPERIENCE:

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

A. 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.

B. 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 as above.

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.

UPPER AGE LIMIT AS ON DATE OF ADVERTISEMENT:

The age limit should be not more than as described above against each post for General&EWS candidates.

a. AGE RELAXATION: The upper age limit is relaxed by:

- 3 years for OBC (Non-Creamy Layer)
- 5 years for SC/ST

Person with Disability (PwD) candidate:

- By 10 years for General (UR)
- By 13 years for OBC (Non-Creamy Layer)
- By 15 years for SC/ST

5 Years for the candidates who are the domicile of J&K during the period from 01.01.1980 to 31.12.1989 as per Govt. of India guidelines.

Relaxation for Ex-Servicemen category candidates is as per extant Govt. of India guidelines.

b. SSLC/SSC/ISC mark card and any other valid document will be considered as proof of date of birth.

Note:

a. Candidates seeking age relaxation will be required to attach copy of necessary certificate along with application and submit in original in case of selection or provide at any subsequent stage of the process for verification.

b. The application of the candidates not meeting the prescribed age criteria will be rejected/cancelled without any

prior intimation.

c. Candidates belonging to OBC category (Non-creamy layer) should produce the certificate issued on or after 01/04/2024.

d. Candidates belonging to EWS category must produce valid Income & Asset Certificate.

Advt. No. and Date.....

Paste recent Photograph

APPLICATION FOR THE POST OF

SLNO	PARTICULARS	DETAILS
1	NAME(in Capital)	
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/Others	
6	HIGHEST 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	WHETHER CPSE /STATE PSU/ GOVT.DEPARTMENT/REPUTED/ LARGE PRIVATE SECTOR ORGANISATION	
iii	POST CURRENTLY HELD ON REGULAR(SUBSTANTIVE) BASIS WITH PAYSACLE, LEVEL AND GRADE PAY (UNDER IDA &CDA PAY SCALES) OR ON THE DATE OF RETIREMENT/SEPARATION.	
9	PRESENT ADDRESS FOR COMMUNICATION	
10	PERMANENT ADDRESS	
11	TELEPHONE/MOBILENO.	
12	EMAIL	

13	AADHAAR NUMBER/PAN NUMBER	
----	---------------------------	--

EDUCATIONAL QUALIFICATIONS

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

PARTICULARS OF EXPERIENCE.

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

Additional information if any which you would like to mention in support of your suitability for the post:

Declaration:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience. I understand that any willful misstatement describe therein may lead to my disqualification or dismissal, if engaged.

Date:

Signature of the candidate

Place:

Name of Candidate: -

(Documents to be closed(which ever applicable)

1. Valid document evidencing date of birth of the candidate(Secondary/Matriculation School Certificate/Birth Certificate).
2. Educational Certificates-Mark sheets & Degree(Diploma, Graduation, Post-Graduation)
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 issued by present/past employers(s).

4. Caste Certificate in case of candidates belonging to reserved category.

Terms and Conditions for engagement of professionals on Fixed Term Contract

SELECTION PROCEDURE:

- a. Candidate should meet the eligibility criteria as specified in the advertisement. Candidates will be shortlisted for interview in the order of merit, category and discipline and will be subjected to verification of antecedents and caste certificate (in case of reserved category candidates).
- b. Following weightage criteria will be followed for personal interview:

Criteria	Weightage
Aggregate marks secured in CA exam.	75%
Relevant post qualification experience: 2.5 marks will be allocated for minimum experience (02 years) stipulated for the post. 1.25 marks will be allocated for every additional experience of 6 months subject to maximum of 10 marks.	10 %
Personal Interview: For shortlisted candidates for 100 marks. Candidates may be asked for hands on working in the relevant discipline.	15 %

- c. The names of candidates shortlisted for interview and final selection will be notified on Company's website and communicated through e-mail also.

Please Note:

Candidates have to carefully enter the details in the **application form** and attach the documents as prescribed. In case, the details mentioned do not tally with the supporting documents, the candidate application will be rejected without any prior intimation.

Declaration of Results of selection:

1. Only those candidates shortlisted may be called for interview (physical/virtual).
2. The names of candidates shortlisted for interviews will be notified on our Company's website and call letters will be sent to the e-mails.

3. Candidates are requested to print the call letter and comply with the instructions indicated therein.
4. The results of the final selection, either on the basis of qualification and experience and/or interview, will be available on AVNL website.

OTHER TERMS AND CONDITIONS:

- a. The engagement is purely temporary and contractual and on Fixed Term 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. Candidates will not be entitled for any benefit / compensation / absorption/ regularization / permanent employment in the Company except the fixed remuneration.
- b. The persons engaged on full time basis will not be allowed to take any other assignment during the period of contractual engagement.
- c. Total paid leave admissible shall not exceed 15 days in a year.
- d. DA, HRA or any other allowances shall not be admissible. However, company accommodation may be provided in special cases with the permission of CGM / VFJ on payment of applicable license fee / charges and other charges.
- e. The persons engaged can be assigned additional responsibilities / tasks in addition to their specialization and assigned tasks.
- f. They will work on fulltime 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.
- g. 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.
- h. The incumbents are liable to be transferred/posted anywhere in India at the discretion of the Company.
- i. Candidates who are currently working must submit NOC at the time of Interview and should submit

proper relieving letter from present employer in the event of selection.

- j. The cut-off date for age, qualification and experience will be the date of advertisement.
- k. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.
- l. 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 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.
- m. 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.
- n. 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.
- o. 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.
- p. VFJ/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 VFJ/AVNL.
- q. No TA/ DA shall be paid to any candidate for attending interview in VFJ.
- r. Engagement of the selected candidate will be subject to medical fitness by the Medical Officer nominated by VFJ.
- s. Police verification report (PVR) is a pre-condition for engagement of the selected candidates.
- t. Necessary Medical Insurance policy for self may also be submitted at the time of joining with VFJ.
- u. No correspondence will be entertained from the candidates who are not selected / interviewed.

- v. Candidates should ensure that they fulfill 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.
- w. Any corrigendum/clarifications of the advertisement, if necessary, shall only be uploaded on AVNL website (avn.l.co.in) and no separate press coverage shall be done for this purpose.
- x. All disputes / cases related to this recruitment process are subject to jurisdiction of courts at Chennai only.
- y. Management reserves the rights to cancel / restrict /enlarge/ modify / alter the recruitment/ selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.
- z. VFJ reserves the right to relax age/experience/qualification & other qualifying criteria in deserving cases.
- aa. All information regarding this recruitment process would be made available in the AVNL website (avn.l.co.in) only. Applicants are advised to check the web site periodically for important updates.
- bb. 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, e-mail 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 (www.avn.l.co.in) for latest updates.
- cc. 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.
- dd. For any queries regarding this recruitment please send E-mail to vfj@ord.gov.in or contact at 0761-2792265/2792274/2792985 on all working days from 9.30 AM to 05.00 PM (Monday to Friday).
- ee. Clarifications /Decisions of the Company in respect of all matters pertaining to this recruitment would be

final and binding on all candidates.

- ff. Any other terms and conditions of engagement can be determined and incorporated with the approval of the competent authority.
- gg. 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.

DOCUMENTS TO BE SUBMITTED BY CANDIDATES WHILE SUBMITTING APPLICATION:

- a. Scanned Passport size colour photo.
- b. SSLC/SSC/ISC marks card or any other valid documents as proof of date of birth.
- c. Final degree/ Provisional Degree certificate of relevant qualification.
- d. Proof of norms for CGPA/DGPA/OGPA or letter grade/document for percentage/class issued by University/ Institution/College.
- f. Candidate employed on permanent/fixed term basis in Govt./Quasi Govt. and Public Sectors Undertaking should compulsorily submit the "**No Objection Certificate**" along with the application.
- g. Candidates employed on temporary basis in Govt./Quasi Govt. and Public Sector Undertaking should compulsorily submit Offer of Appointment and latest pay slip.
Candidates should submit work experience certificate indicating the date of joining, date of relieving (for last employment), last 3 months payslip(for current employment) and nature of jobs / specific areas of experience / experience in the relevant fields / Projects handled etc.**Self-declaration regarding nature of jobs / specific areas of experience / experience in the relevant fields / Projects handled etc. will not be considered / accepted**
- h. Non-submission of the documents as mentioned above for establishing requisite experience may lead to rejection of the application.

GENERAL:

- a. Only Indian nationals can apply for the posts.
- b. The number of posts indicated above, may vary based on the actual requirement at the time of selection. Application data incomplete, not in prescribed format, without the required enclosures will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained.
- c. Candidates are advised to carefully read the full advertisement for details of eligibility criteria and selection

modalities before submission of application.

- d. The candidates should be willing to travel extensively across the country based on the project requirement.
- e. Application of the candidate without fee payment (Except for SC/ST/PWD/Female) will be rejected/ cancelled without any prior intimation.
- f. All information submitted in the application will be verified with the original documents at the time of document verification or at any stage of the recruitment process. If any documents/ information provided by the candidate is found to be false or incorrect or Non-conformity with the eligibility criteria, then his/her candidature is liable to be rejected/ cancelled at any stage of the recruitment and selection process without any prior intimation.
- g. Candidature is liable to be rejected at any stage of recruitment/ eligibility/ selection process or after joining, if any information provided by the candidate is not found in conformity with the criteria mentioned in the advertisement. The candidature is also liable for rejection at any stage if VFJ comes across any evidence/knowledge that the qualification, experience and any other particulars indicated in the application/ other forms/formats are not recognized/ false misleading and/or amounts to suppression of information/ particulars which should have been brought to the notice of VFJ.
- h. There will be no separate communication to any candidates on their non-selection at any stage.
- i. Mere submission of application does not guarantee the adequacy of the candidature for being considered for the selection process.
- j. Decision of VFJ in the all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, qualification and other eligibility norms will be final and binding on the candidate.
- k. Relaxation and Concession will be applicable to the candidates belonging to SC/ST/OBC/PWD as per the Government directives.
- l. VFJ reserves the right to debar /disqualify any candidate at any stage of the selection process for any reason whatsoever.
- m. Management reserves the right to cancel/restrict/enlarge/modify/alter the recruitment/selection process, if need to so arises, without issuing any further notice or assigning any reason thereafter.
- n. Canvassing in any form will result in disqualification.

AVNL VFJ's DECISION FINAL:

The decision of Chief General Manager, VFJ 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.