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भारत सरकार का उद्यम, रक्षा मंत्रालय

Advanced Weapons & Equipment India Limited

A Government of India Enterprise- Ministry of Defence

Requirement of ADVISOR on Full Time Contract Basis for fixed term and purely temporary in nature (Advt. No. AWEIL/03/2026)

Last Date for Receipt of Application – 07 Feb 2026

Advanced Weapons and Equipment India Limited (AWEIL) is a wholly owned Schedule - 'A' company of Government of India under the administrative jurisdiction of Department of Defence Production, Ministry of Defence. The Company has been incorporated under the Companies Act, 2013 as Advanced Weapons and Equipment India Limited (AWEIL), having its registered office at Kanpur, Uttar Pradesh with 8 production units namely Field Gun Factory Kanpur, Gun Carriage Factory Jabalpur, Gun and Shell Factory Cossipore, Ordnance Factory Kanpur, Ordnance Factory Project Korwa, Ordnance Factory Tiruchirappalli, Rifle Factory Ishapore and Small Arms Factory Kanpur.

The major products are being manufactured by the company are Rifles, Naval Guns, Armoured Vehicle Gun System, Rocket Launchers, Machine Guns, Shot Guns, Grenade Launchers, Carbines, Mortar, Sniper Rifles, Anti-material Rifles and Pistols/Revolvers. The authorized and paid up share capital of the Company is Rs. 20,500.00 Crores and Rs. 17,860.79 Crores respectively as on 31.03.2025 and has employed 03 regular employees at Board of Director level & has 11672 employees on deemed deputation as on 01/12/2025.

AWEIL invites application from eligible Indian nationals and experienced professionals for engagement as Advisor on contract basis fulfilling the following eligibility criteria: -

A. Details of the post:

1	Post	ADVISOR (on fixed term and contract basis)
2	Number of Vacancies	01 (ONE)/UR
3	Nature of Appointment	Employment on Full Time Contract Basis on fixed term and purely temporary in nature.
4	Term period of engagement	Shall be appointed on a fixed term contract basis initially for a period of 01 Years and extendable upto 3 Years on the company's need and based on performance of the employee. In no case the engagement shall exceed beyond 65 years of age

		of the candidate.
5	Total Emoluments:	Consolidated monthly remuneration Rs. 3 Lakh
6	Upper age limit	Not exceeding 64 year as on last date of receipt of application.
7	Essential qualification(EQ) and Desirable qualification(DQ)	<p>EQ: The Applicant should possess a Bachelor's degree in Engineering in Mechanical, Electrical or Electronics Engineering from a recognized institution.</p> <p>DQ: M.Tech/A Post Graduate qualification in Management will be preferred.</p>
8	Experience details	<ul style="list-style-type: none"> • The applicant must have a minimum of 20 years of experience in the manufacturing and quality domains with demonstrated expertise in designing, implementing and optimizing systems and processes aimed at enhancing operations efficiency, productivity and quality performance. • Extensive experience in the defence manufacturing sector is mandatory in addition, the applicant must have a thorough understanding of the functioning and operational practices and regulatory environment of Defence Public Sector undertakings(DPSUs). Prior experience working with multinational corporations (MNCs) and exposure to global best practices in operational excellence will be considered significant added advantage.
9	Place of Posting and Working Hours	<ul style="list-style-type: none"> • Shall be posted in AWEIL New Delhi Office. Advisor may have to visit various AWEIL units for assignment as decided by AWEIL Corporate office. However, engagement does not require full time physical presence at office. The advisor may work in hybrid mode, remotely, in the field or from any suitable location as decided as mutually agreed based on project/assignment requirements by the AWEIL corporate office. • Working hours would be that of the working hours of office/unit where he/she is engaged. • Under Special circumstances, the Advisor could be called for services on holidays or beyond normal working hours for which no other benefits/leave will be granted. • Personnel engaged will be paid TA/DA for official Tours as per company policy.

10	Shortlisting and Selection Process	Candidates will be shortlisted based on Educational Qualification & Experience as per advertisement.
11	Process of Interview	Selection shall be made through a transparent process and interview will be conducted by a duly constituted selection committee.
12	Job Profile/Responsibilities	<ul style="list-style-type: none"> i. To provide strategic inputs for long term organizations growth, capability development and alignment with nations defence and industrial priorities. ii. To advise the management on policy matters, strategic planning and implementation of approved initiatives. iii. To support formulation and review of corporate and functional strategies in line with Govt of India guidelines. iv. To assist in preparation, review and updating of technology roadmaps for existing and future products and systems. v. To identify emerging technologies relevant to defence manufacturing and advise on their adoption and indigenization. vi. To maintain professional interface with Army HQ and other user representative for requirement analysis, feedback and alignment. vii. To support resolution of design-related issues during development, trials and production stages. viii. To support coordination between R&D, production and user agencies for successful project outcomes.
13	Leave	12 days Casual Leave(CL)in a year @ one casual leave per month on pro rata basis.

B. How to apply:

- Interested candidates shall submit their application form (in Hard Copy) as per the prescribed format attached hereto, which can be downloaded from the AWEIL website through speed post/courier service to **The GENERAL MANAGER (HR), ADVANCED WEAPONS AND EQUIPMENT INDIA LIMITED**, Ordnance Factory, Kapli Road, Kanpur -208009. **In addition to application by speed post/courier, an advance scanned copy of the application form along-with the enclosures is to be sent to dir-hr@aweil.in**, clearly mentioning in the subject heading. **“APPLICATION FOR THE POST OF ADVISOR ON CONTRACTUAL BASIS”**.

2. Hard copy of the Application is to be submitted along-with 2 self-attested recent passport photographs (with full name written on the backside for identification) and also self-attested copies of documents/certificates in support of claim regarding age (Birth Certificate / 10th Class Certificate), qualification, experience, etc.
3. Non- attachment of required documents as per application format will be treated as incomplete application and will be rejected forthwith.
4. It is mandatory to fill all the relevant information such as qualification details, experience details, percentage of marks, email address, contact mobile number, address for correspondence, Aadhar card number/PAN Number etc.
5. The applicant should affix his/her one passport photograph in 4.4 cm x 5.8 cm dimensions on the application in the space provided. The Second one should be attached with it and not pasted.
6. In case of variation of Name/ surname/name, spelling mentioned in the Application cum Bio-data with that of educational/ professional qualification certificates, application will be liable to be cancelled.
7. Applicant is requested to enter his/her active email address and mobile phone number which should be valid at least till the interviews are held, as all important communications will be sent to this email id and Mobile number.
8. AWEIL management will not take any responsibility for any delay in receipt or loss in postal transit for any application or communication.

C. Terms & Condition of Appointment:

1. **Candidate must be citizen of India.**
2. AWEIL reserves the right to reject any application/candidature at any stage without assigning any reason and the decision of AWEIL shall be final.
3. The contract engagement will stand automatically terminated on completion of the prescribed tenure/task. The engagement can be terminated even earlier with one month's notice in writing by either side or payment (one-month Remuneration) in lieu of the Notice.
4. The successful candidate will have to sign a contractual agreement in the prescribed format.
5. The Contract shall not confer any rights or claim of extension/absorption in the Company.
6. The decision of the AWEIL about the mode of selection, eligibility conditions, short listing of candidates for interview etc. shall be final and binding. No correspondence will be entertained in this regard.
7. The Advisor will be required to sign a Non-Disclosure agreement.
8. During the terms of the Advisor, he/she shall not be engaged in any private business or professional activity which could conflict with the interest of the AWEIL.
9. The Advisor shall adhere to all applicable confidentiality and security policies of the company, ensuring the protection of sensitive information and intellectual property.
10. The Advisor shall, under no circumstances, share data and information with any bilateral agency/multilateral agency or with any person/institution without prior approval of the competent Authority.
11. The advisor shall handover the entire set of records of the assignment to AWEIL before expiry of the contract and before release of the final payment, whichever is earlier.
12. The candidates called for interview shall be required to produce original documents relating to educational qualifications, experience etc. for verification at the time of interview. If the identity of the candidate is in doubt or he is not able to produce the requisite documents or there is mismatch of information in the documents or he is found ineligible for the post applied for any other claim made in his application if found to be incorrect, he will not be allowed to appear in the interview

- and his candidature will be treated as cancelled.
13. Candidates are advised in their own interest that they should not furnish any documents or information that are false, tampered, fabricated and they should not suppress any material information while filling up the application Form.
14. At any stage of recruitment or later, if a candidate is or has been found guilty of any misconduct as:
- a) Impersonating or procuring impersonation by any person; or
 - b) Resorting to any irregular means in connection with his/her candidature during selection process; or
 - c) Using undue influence of his/her candidature by any means; or
 - d) Submitting false certificates/documents/information or suppressing any information at any stage; or in addition to rendering himself/herself liable to legal/criminal prosecution, will also become liable to be Debarred permanently.
 - e) He can be discharged/removed/dismissed from service without any notice, if the act of misconduct comes to notice after his/her appointment to service of AWEIL.
15. Decision of the AWEIL in all matters regarding eligibility of the applicant, the stages at which such scrutiny of eligibility is to be undertaken, documents to be produced, personal interview, selection of any other matter relating to engagement will be final and binding on the applicant. While applying for the post, the applicant should ensure that he/she fulfils the eligibility and other criteria mentioned and that the particulars furnished are correct in all respect. In case it is detected at any stage of recruitment that applicant does not fulfill the eligibility norms and/or that he/she has furnished any incorrect/false information or has suppressed any material fact (s), his/her candidature will automatically stand cancelled. If any of the said shortcoming(s) is/are detected even after recruitment, he/she is liable to be terminated without any notice.

APPLICATION FORM FOR THE POST OF ADVISOR on contract basis.			
PERSONAL DETAILS			
NAME (in full and BLOCK LETTERS)			Please paste a recent colour passport size photograph & sign across the photo.
Father's Name			
Mother's Name			
Gender		Date of Birth	
Languages Known		Age as on (Last date for receipt of Application)	
AADHAR No.		PAN No.	
Whether belongs to SC/ST/OBC (if yes attached certificate)		Nationality	
Whether belongs to EWS (Yes/No) (if yes attached certificate)			
Physically Handicapped (Yes/No) (if yes attached certificate)			
<u>Address for Communication</u>			
House No. / Flat No.			
Street			
Nearest Rly. Station			
Post office		Pin code	
District		State	
Mobile No.		Email ID	

Education Qualification (From Graduate Level onwards)				
Course	Name of Course and Passing Year	Subject	Name of the University/Institute	% of Marks and Division
Graduation				
Post- Graduation				
Any Other Qualification				

Details of Experience Possessed (Attach Self attested documentary Proof)							
Sl. No.	Name of the Organization	Central / State Government PSUs, Government Autonomous Bodies/Central/State Government Department/ DPSUs/ MNCs.	Worked as (Designation /Grade/ Pay scale)	Nature of work attended	Period		Total Period
					From	To	
Total duration of experience (YY-MM-DD)							

Details of Computer/IT Skills:	
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Note:

1. Please sign across the photo pasted on the first page of Application Form.
2. The candidate is required to fill up all the columns and wherever no information is to be furnished, 'N/A' should be mentioned. Incomplete and improperly filled in Applications are liable to be rejected. No further correspondence will be entertained in this respect.
3. Self-attested photocopies of all the documents specified in the notification should be attached with the application.
4. If space becomes a constraint, the information may be attached in a separate sheet as per the prescribed format.
5. The candidates would be required to present themselves along with the above mentioned documents in original plus two copies (self-attested) at the time of the interview (if physical mode).

Declaration

I, -----, do hereby declare that the above Information as furnished by me is true to the best of my knowledge and belief. If any of the information as furnished above is found to be incorrect, my candidature for the post applied is liable to be cancelled at any stage of the selection process.

I also certify that I am not facing any charge nor have been convicted in any corruption/ illegal gratification/ criminal case and also I have not been dismissed or removed or compulsorily retired from the services of my previous Organization(s).

Place:

Signature of the applicant

Date: