



**ARTIFICIAL LIMBS MANUFACTURING CORPORATION OF INDIA**  
**(A GOVERNMENT OF INDIA UNDERTAKING 'MINIRATNA' COMPANY**  
**MINISTRY OF SOCIAL JUSTICE & EMPOWERMENT**  
**G.T. ROAD, KANPUR- 209217 (U.P.)**  
**TOLL FREE NO. 18001805129**



**ISO 9001:2015**  
Date: 12.08.2019

**Reference No.:- AD 3F 01/August-2019**

Artificial Limbs Manufacturing Corporation of India (ALIMCO), a CPSU working under Department of Empowerment of Persons with Disabilities, Ministry of Social Justice and Empowerment, Govt. of India invites applications for filling up the following positions on **Direct Recruitment basis** at ALIMCO HQ at Kanpur and its Auxiliary Production Centres at Bengaluru, Bhubaneshwar, Jabalpur, Mohali, Ujjain and Regional Marketing Centres at New Delhi, Kolkata, Mumbai, Hyderabad & Guwahati:-

S. No	Post Code	Post	Grade/ Group	Pay Scale (Rs.)	Annual CTC (Approx) (Rs.) (excluding PRP in case of Executives only)	Upper age limit as on <b>01.09.19</b>	No. of Vacancy	Category	Exp. (Yrs) As on <b>01.09.19</b>	Initial place of posting
1	HR-1	Deputy General Manager (Production)	E-6	90000-240000/-	2098548/-	52	01	UR	16	Anywhere in India
2	HR-2	Deputy General Manager (Marketing)	E-6	90000-240000/-	2098548/-	52	01	OBC	16	
3	HR-3	Sr. Manager (Marketing)	E-5	80000-220000/-	1865376/-	49	01	SC	14	
4	HR-4	Manager (Finance)	E-4	70000-200000/-	1632204/-	46	01	OBC	12	
5	HR-5	Dy. Manager (Marketing)	E-3	60000-180000/-	1399032/-	43	01	OBC	10	
6	HR-6	Deputy Manager (Material Management)	E-3	60000-180000	1399032/-	43	01	OBC	10	
7	HR-7	Medical Officer	E-1	40000-140000/-	932688/-	37	01	UR	Refer Post code No.HR-7	
8	HR-8	Internal Auditor	E-1	40000-140000/-	932688/-	37	01	UR * Reserved for PwBD .under category B (Deaf and hard of Hearing HH)	05	
9	HR-9	P&A Officer	E-0	30000-120000	699516/-	34	01	UR ** Reserved for PwBD under category A (Blindness & Low Vision)	02	

10	HR-10	Stenographer	Group C	17820- 61130	415512/-	32	02	UR-1 ST-1	02	
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**Note-**

\*The post reserved for HH (Deaf and Hard Hearing) shall be filled out of the candidates with the benchmark disability. In case suitable persons with that benchmark disability is not available, It may be filled by interchange among the other categories of benchmark disabilities identified for reservation.

\* \* The post reserved for VH (Blindness & low Vision) shall be filled out of the candidates with the benchmark disability. In case suitable persons with the benchmark disability is not available, it may be filled by interchange among the other categories of benchmark disabilities identified for reservation.

For detailed information regarding eligibility and other requirements, interested candidates may visit ALIMCO website [www.alimco.in](http://www.alimco.in). The eligible candidates may forward their application in the prescribed proforma to Manager (P&A), ALIMCO, G.T. Road, Naramau Kanpur-209217 (UP).

**Last date of receipt of application in the Corporation is 23.09.2019.**

You shall keep in touch with our website for further information in the matter in future. Kindly note that no separate communication will be sent by the Corporation in this regard.

**Manager (P&A)**

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## **QUALIFICATION, EXPERIENCE AND JOB SPECIFICATION**

### **HR-01 Deputy General Manager (Production)**

**Qualification:** A recognized engineering degree in Mechanical / Production / Manufacturing with minimum 55% marks. Master's Degree in any engineering discipline or PG Degree/ PG Diploma with specialization in Materials / Marketing/ TQM or other management discipline.

**Experience:** A minimum 16 years post qualification experience in Public Sector Undertaking or Reputed Private / Manufacturing Sector /multi product engineering industry with six years at senior management capacity in production / rehabilitation engineering. Should have worked in immediate lower scale for at least 02 years. Candidate should have experience in manufacturing process, marketing, State-of-the-Art techniques of Production, manufacturing process, supply chain management, inventory control, logistic management, research and development of rehabilitation aids and appliances Excellent management, interpersonal and team work skills and communication abilities at all levels.

### **HR-02 Deputy General Manager (Marketing)**

**Qualification:** A full time engineering degree with minimum 55% marks from recognized university/ institute or MBA full time in Marketing.

**Experience:** A minimum 16 years post qualification experience in Govt. Department/ public sector/ industry / reputed private commercial organization having large network base across the country. Experience in social sector / rehabilitation / healthcare shall be preferred. Should have worked in immediate lower scale for at least 02 years. In case of private Sector employee, CTC should be comparable to the immediate lower scale. Knowledge of market development, market research activities, marketing techniques, market assessment and forecasting procedures is desirable. Knowledge and experience on Management of Rehabilitation Aids, Artificial Limbs. Maintaining MIS on large domain, conversant with logistics will be preferred. Knowledge of Corporate social responsibility, contracts and negotiation, MOU etc is desirable. Experience on manufacturing, distribution & supply of Artificial Limbs and Rehabilitation Aids, maintaining MIS on large domain, in/out bound logistics / SCM & CRM with logistics will be preferred. Knowledge of ERP is desirable.

### **HR-03 Sr. Manager (Marketing)**

**Qualification:** A full time engineering degree with minimum 55% marks from recognized University/Institute.

**Experience:** A minimum 14 years post qualification experience in Govt. Department/Public Sector/industry/reputed private commercial organization. Experience in social sector/rehabilitation/healthcare shall be preferred. should have worked in immediate lower scale for at least 02years. The applicants working in private sector should be drawing CTC comparable to immediate lower grade. Knowledge of marketing techniques & research and forecasting procedures is desirable. Knowledge and experience on Management of Rehabilitation Aids. Artificial Limbs, Organizing large conference seminars and public meeting/events. Maintaining MIS on large domain, conversant with logistics will be preferred. Experience on Manufacturing, distribution & supply of Artificial SCM with logistics will be advantage Knowledge of ERP is desirable.

### **HR-04 Manager (Finance)**

**Qualification:** Passed Final examination of Institute of Chartered Accountants / Institute of Cost Accountants of India.

**Experience:** A minimum 12 years post qualification experience in Public Sector Undertaking or Reputed Private / Manufacturing Sector in finance & Accounts with two years in handling Finance, Taxes, Balance Sheet and other function. Those working in PSU/Govt. should have worked in immediate lower scale for at least 02years. The

applicants working in private sector should be drawing CTC comparable to immediate lower grade. The position requires the candidate to have thorough knowledge of General Accounting, Corporate Book Keeping, Revised Schedule VI and Chart of Accounts, Taxation, Pay Roll, Revenue Billing, Cost Accounting, Budget preparation, Stores Accounting and Sales Accounting. He shall be required to be conversant with statutory compliances, labour laws, CVC, DPE, CAG guidelines, secretarial laws, as he would be a part of Tender Recommendation Committee. He should independently finalize the Balance Sheet after consolidation and should have the ability to monitor maintenance of Cost Records.

**HR-05 Dy. Manager (Marketing)**

**Qualification:** A recognized engineering degree in Mechanical / Production with minimum 55% marks from recognized university/ institute.

**Experience:** A minimum 10 years post qualification experience in Public Sector Undertaking or Reputed Private / Manufacturing Sector in materials / purchase department. Should have worked in immediate lower scale for at least 02 years. The applicants working in private sector should be drawing CTC comparable to immediate lower grade. Candidate should be thorough in Materials Management, Supply Chain Management, Logistics Management, Procurement Planning, Inventory control, Purchase Procedures, Industrial Markets, Rate Contracts, Sales Tax Matters, import / export procedures, Customs Formalities, Vendor Development. Should have sound knowledge of GFR & CVC guidelines relating to procurement policies. Expertise in E-procurement, E-Tendering etc. Working knowledge and undertaking of ERP systems. Sound communication skills is also desirable.

Experience in dealing with vendors for procurement of raw materials, semi-finished/finished bought-out components, tools and stores. Should have adequate knowledge and experience of Purchase Procedures, Industrial Markets, Rate Contracts, Sales Tax Matters, Import Trade Control Procedures, Customs Formalities, Vendor Development Techniques etc. followed in the Public Sector. Sound knowledge of e-tendering process, preparation of tender documents, CSQ and placement of orders etc. Knowledge of GFR, DPE, CVC guidelines relating to procurement policies is essential. Candidates with Good technical writing, documentation, and record keeping skills would be preferred.

**HR-06 Dy. Manager (Materials Management)**

**Qualification:** A recognized engineering degree in Mechanical / Production with minimum 55% marks from recognized university/ institute.

**Experience:** A minimum 10 years post qualification experience in Public Sector Undertaking or Reputed Private / Manufacturing Sector in materials / purchase department. Should have worked in immediate lower scale for at least 02 years. The applicants working in private sector should be drawing CTC comparable to immediate lower grade. Candidate should be thorough in Materials Management, Supply Chain Management, Logistics Management, Procurement Planning, Inventory control, Purchase Procedures, Industrial Markets, Rate Contracts, Sales Tax Matters, import / export procedures, Customs Formalities, Vendor Development. Should have sound knowledge of GFR & CVC guidelines relating to procurement policies. Expertise in E-procurement, E-Tendering etc. Working knowledge and undertaking of ERP systems. Sound communication skills is also desirable.

Experience in dealing with vendors for procurement of raw materials, semi-finished/finished bought-out components, tools and stores. Should have adequate knowledge and experience of Purchase Procedures, Industrial Markets, Rate Contracts, Sales Tax Matters, Import Trade Control Procedures, Customs Formalities, Vendor Development Techniques etc. followed in the Public Sector. Sound knowledge of e-tendering process, preparation of tender documents, CSQ and placement of orders etc. Knowledge of GFR, DPE, CVC guidelines relating to procurement policies is essential. Candidates with Good technical writing, documentation, and record keeping skills would be preferred.

**HR-07 Medical Officer**

**Qualification:** MBBS Degree is essential. Qualification should be recognized by Medical Council of India. Candidates should also be registered with either Medical Council of India or State Medical Council.

**Experience:** MBBS with 03 years' experience after internship or MD/Diploma after MBBS and Post qualification experience of 01 year.

**HR-08 Internal Auditor**

**Qualification:** Passed Final examination of Institute of Chartered Accountants / Institute of Cost Accountants of India

**Experience:** A minimum 05 years post qualification experience in Public Sector Undertaking or Reputed Private / Manufacturing Sector in the Audit/Accounts department/Experience with CA/ICWA firms. The candidate should be conversant and should be capable to implement effective and Reliable Management Information System. The candidate should be able to review implementation of all policy matters and to review implementation of various Government Schemes. The candidate should have good knowledge and exposure to statutory compliances, labour laws, CVC, DPE, CAG guidelines, secretarial laws and should have sound knowledge of systems and its implementation.

**HR-09 Personnel & Administrative Officer**

**Qualification:** A recognized degree in any discipline and MBA (HR) Post Graduate degree/ Diploma in Personnel/HR/IR/ Management with minimum 55% marks. Degree in Law would be an added advantage.

**Experience:** A minimum 02 years post qualification experience in Public Sector Undertaking or Reputed Private / Manufacturing Sector in Personnel/Administration Department. Knowledge in Personnel/Management, Labour Law and Factories Act is essential. Experience in functional areas of HR like training/recruitment/employee's welfare activities, general administration & proficiency in Computers (MS Office & Internet etc.) would be preferred.

**HR-10 Stenographer**

**Qualification:** Graduate in any Discipline from Recognized University, Certificate from Recognized ITI/ Govt Polytechnic in Stenography trade.

Speed in shorthand: 80 words per minute in English

Speed in Typewriting: 40 words per minute in English on computer

Transcription 40 mts (Eng.) on computer

**Desirable:** Knowledge of Hindi Stenography

**Experience:** 02 Yrs

**Job Profile**

1. Takes dictation in shorthand of correspondence, reports, and other matter, and transcribe dictated material.
2. Performs variety of clerical duties.
3. May perform stenographic duties in professional office.
4. Ability to understand and execute oral and written instructions.
5. Ability to establish and maintain effective working relations as necessitated by work assignments.

## **SELECTION PROCESS:**

Personal Interview for Sl.No. 1 to 8, the candidates will be required to attend Personal Interview before the Corporation's Selection Board and for Sl. No.9 to 10 Written Test or Interview/Skill test or both will be conducted.

## **RELAXATION**

Relaxations for SC / ST / OBC (Non-Creamy Layer) / PwBD (Divyangjan) (Percentage of disability 40% or above) candidates will be provided as per guidelines of Govt. of India. The SC/ST /OBC candidates who apply against unreserved (UR) posts will not be eligible for age relaxation.

## **GENERAL CONDITIONS:**

1. The applicant must be citizen of India.
2. The candidate should not have exceeded the age limit as on 01-09-2019. The date for reckoning the age, qualification, experience etc shall be on 01.09.2019
3. No age & percentage of marks bar for Departmental candidates. Departmental candidates are those who are on the regular rolls of the Corporation.
4. The candidates having minimum experience in multi-units of Public Sector Undertaking/Large Manufacturing Organizations of repute will be preferred. Teaching experience & Training period will not be counted as experience.
5. All the applicants should preferably have good computer knowledge and communication skills.
6. Persons working under Central/State Govt. /Public Sector Undertaking/ Autonomous bodies should apply through proper channel. While forwarding the application it may be verified and certified by the controlling authority that the particulars furnished by the officer are correct and that no disciplinary / vigilance case is either pending or contemplated against the officer. Integrity certificate and a statement of major / minor penalty imposed if any in past five years may also be sent along with application. The candidate may, however, send advance copy of the application along with requisite enclosures to avoid delay but may produce **NO OBJECTION CERTIFICATE** at the time of interview/written test from their present Employer.
7. The candidates are advised to give specific, correct, full information. In case it is detected at any stage that a candidate does not fulfill the eligibility criteria, his / her candidature shall be rejected / cancelled without assigning any reason, thereof. Similarly, even after joining, if it is found that he/she has furnished any incorrect information or suppressed any material information, his/her services shall be summarily terminated.
8. The Management reserves the right to call suitable/short-listed candidates for test/interview.
9. In case no suitable candidate is found, management may consider for appointment of the candidate on contract basis by relaxing age / qualification / experience, at a suitable remuneration to meet immediate requirement.
10. Management reserves the right to cancel candidature of any candidate / or cancel recruitment process of any aforesaid post without assigning any reason.
11. Mere fulfillment of eligibility criteria/norms does not entitle a candidate to be called for interview/written test. Management reserves the right to raise standard of specifications i.e. qualification /percentage of marks / experience higher than that of the minimum prescribed in the advertisement to restrict the number of candidates to be called for interview.
12. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto shall be subject to jurisdictions of Court at Kanpur Nagar only.
13. Candidates belonging to OBC category but not covered under 'Non-creamy layer' should indicate their category as 'General'.
14. The candidates called for the Interview/Skill Test will be reimbursed return rail / bus fare by shortest route on production of proof of journey from their present address to the place of interview as per the rules of the Corporation. No TA will be paid to any candidate for appearing in the written examination.

15. Candidates should carefully fill up all details in the application form especially the Category (SC/ST/OBC-NCL/PwD) for which required documentary proof need to be attached with the application. If later it is found that such a statement/ certificate is false, the candidate will be liable for suitable action including termination of services and prosecution.
16. Appointment to the post will be subject to being found medically fit by the Chief Medical Officer as per the prescribed Health Standards.
17. In addition to basic pay the selected candidate would be entitled for DA, HRA, perks and other benefits like PF contribution of 12%, Pension Scheme, PRP, Indoor treatment, hospitalization facilities under Medical Rules, Post-Retirement Medical Scheme, Gratuity, Earned leave and casual leave as per the rules of the Corporation.
18. Depending upon the place of posting, the candidates with knowledge of local/ regional languages would be preferred.
19. Refund of application fee in case management decides to cancel the process of recruitment of any post for any reason.
20. ALIMCO shall not be responsible for any postal delay / loss of application in transit. Applications received after due date will neither be entertained nor returned. Incomplete applications will summarily be rejected.
21. The Corporation reserves the right to prepare a panel for the posts advertised to fill up the future vacancies arising after the publication of this advertisement.
22. The candidates are liable to be transferred anywhere in India including initial posting.
23. Any modifications / amendments in the advertisement will be given on the ALIMCO website only i.e. www.alimco.in and no separate advertisement will be issued.
24. All important information regarding this recruitment will be available on the ALIMCO website www.alimco.in and as such, candidates are advised in their own interest to visit the website periodically to get update.

#### **HOW TO APPLY:**

1. Candidates must apply in the Common Application Format devised by ALIMCO. Those candidates who had applied for any above posts against earlier advertisement may need to apply afresh. Candidates, who desire to apply for more than one post, must use separate forms for each application and also pay separate fee for each application.
2. Candidates should ensure that they have filled in the Application Format complete in all respects legibly.
3. Applications in the prescribed format must be submitted along with self-attested copies of testimonials in support of Age, Caste, Educational Qualifications, Experience etc., and **nonrefundable Demand Draft of Rs. 500/- for Sl. No 1 to 9 and Rs.250/- for Sl. No. 10 (SC / ST/ PWD and departmental candidates are exempted from payment of application fee) drawn in favor of ALIMCO, payable at Kanpur**, may be sent **only by Post/Courier** to the Manager (Personnel & Administration), ALIMCO, Naramau, G. T. Road, Kanpur-209217. The 'Advt. No.' 'Category' and the 'Post Applied For' should be mentioned on the **envelope so as to reach on or before the closing date i.e. 23.09.2019**. Applications not in prescribed format or without supporting documents for Age, Qualification, Experience, Application fee, Caste (if applicable) etc or sent through any other modes vize **mail, fax and by hand etc. shall be summarily rejected.**
4. Candidate should note that the ALIMCO will in no case be responsible for rejection of application on account of application being incomplete, non-receipt of application or any delay in receipt thereof on any account whatsoever. Application received after the prescribed closing date will not be entertained under any circumstances and all such applications will be summarily rejected. The applicants should therefore, ensure that their applications must reach ALIMCO Kanpur on or before the prescribed closing date i.e. 01.09.2019.

**Self-attested documents to be enclosed:**

1. SSLC/HSC Certificate/Mark Sheet copy (in support of date of birth)
2. Copies of Educational Certificates (Degree, PG Degree and Doctorate).
3. Latest copy of Pay Slip
4. Copies of proof of experience.
5. Demand Draft/ Bankers cheque in favour of ALIMCO payable to Kanpur.
6. Copy of Caste Certificate – SC/ST
7. Copy of Caste Certificate OBC (NCL) not issued before 6 months
8. Copy of Certificate of disability in case of PwBD (Divyangjan) candidates.

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(D) ACADEMIC PERFORMANCE :

1. Basic Qualifications :

Exam Passed	Institution/ University/ Board	Branch of Specilization	Duration of Study	Month & Year of Passig MM/YYYY	Aggregate % of Marks	Full Time/ Part Time/ Correspondence

2. Professional Qualification (Please mention qualification which makes you eligible) :

Exam Passed	Institution/ University/ Board	Branch of Specilization	Duration of Study	Month & Year of Passig MM/YYYY	Aggregate % of Marks	Full Time/ Part Time/ Correspondence

3. Additional Qualification, if Any:


(E) DETAILS OF EXPERIENCE (If required, please attach separate sheet)

Teaching experience and training period including Induction training will not be counted as experience

Name of the Organization	Designation	Scale of Pay	Duration		Nature of Duties	Reason for leaving
			From MM,YYYY	To MM,YYYY		

Post Qualification Experience : Year  Months

(F) DETAILS OF DEMAND DRAFT :

Demand Draft No.	Dated	Name of the Bank	Amount

(G) WHETHER DEPARTMENTAL CANDIDATE : Yes/No

**Declaration:**

I affirm that the information given in this application is true and correct to the best my knowledge and belief. I further undertake that if at any stage it is discovered that an attempt has been made by me willfully to conceal or misrepresent the facts, my candidature/appointment shall be summarily rejected or terminated without any notice.

Place: \_\_\_\_\_

Date: \_\_\_\_\_

Signature of Applicant

**Please Enclose:**

1. Proof of SC/ST/OBC/PwD Certificate (If applicable).
2. Demand Draft of Rs 500/- for Sl. No 1 to 09 & Rs.250/- for Sl.No 10 in favour of ALIMCO, payable at Kanpur, (SC/ST/PwD Exempted).
3. Certificates in support of age, education qualifications, experience, Salary Slip etc.
4. Please write Advertisement No., Category and post applied for on the top of the envelope.
5. Please attach a sheet in your own handwriting giving justification as to why you consider fit for the post applied for in maximum 300 words.

**LAST DATE FOR RECEIPT OF APPLICATIONS : 23-09-2019**