

ट्रूप कम्फर्ट्स लिमिटेड
भारत सरकार का उपक्रम, रक्षा मंत्रालय
जीटी रोड, कानपुर(उ.प्र.)208013
Troop Comforts Limited
A Govt. of India Enterprise
Ministry of Defence
G.T. Road Kanpur (U.P.) 208013

Advertisement No. 01/2025

Troop Comforts Limited invites online application for engagement of the under mentioned post on fixed term tenure basis through website <https://www.troopcomfortslimited.co.in> till 22/ 02/2025.

*Please visit our website for terms & conditions and more information.

Sl. No.	Nomenclature of post on Fixed Term Tenure Basis	No. of post	Place of Posting	Monthly Consolidated Remuneration
01	Sr. Manager Security & Administration	01	Avadi (Chennai)	₹1,00,000 + ₹1,000 (Fixed Medical allowance)
02	Sr. Manager HR & Labour Relation	01	Hazratpur (Firozabad)	
03	Quality Manager	01	Kanpur	
04	Footwear Technologist	01	Kanpur	₹80,000 + ₹1,000 (Fixed Medical allowance)
05	Data Base Administrator	05	Kanpur, Shahjahanpur, Avadi (Chennai) & Hazratpur (Firozabad)	₹60,000 + ₹1,000 (Fixed Medical allowance)

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

Sl. NO.	Particulars	Details
1.	Name of Post	Sr. Manager Security & Administration
2.	Equivalence Level of Post - as per IDA and other provisions	E-5 (As per IDA grade)
3.	No. of Postings	01 No (Fixed term appointment)
4.	Place of Posting	Avadi (Chennai)
5.	Age	Not below 18 years and not above 28 years of age.

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

Dated: 24.01.2025

ADVERTISEMENT NO. 01/2025

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	Details
1	Name of Post	Sr. Manager Security & Administration
2	Equivalent level of Post – for TA/DA and other purposes only	E-5 (As per IDA scale)
3	No of Positions	01 No (Fixed term tenure basis)
4	Place of Posting	Avadi (Chennai)
5	Age	Not below 30 years and not above 58 years of age.

6	Qualification	Full time Bachelor Degree of minimum 3 years duration from a recognized University /Institute.
7	Experience	<p>1. (a) The persons who have served at the rank of Major (and above) or equivalent in the Indian Armed Forces / CISF /Coast Guard or any other Paramilitary Forces with minimum 03 years of experience at that rank. (OR)</p> <p>(b) Police personnel who have served at the rank of Dy.SP (Deputy Superintendent of Police) and above with minimum 6 years of experience at the level of DySP &/or above.</p> <p>2. Preference will be given to the candidates worked at higher post and more no. of years of experience.</p> <p>3. Preference will be given to the candidates having experience of handling law & order situation, Fire fighting, knowledge of cyber security & operations and procedure, deployment of personnel, enquiry, crowd control, rescue operations, liaisoning & organizing events etc. in reputed organization/Armed Forces.</p>
8	Term & Condition	Detailed terms and conditions, role & responsibility for the post are attached 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. 1,00,000/- (One Lakh) 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.

SL NO.	Particulars	Details
1	Name of Post	Sr. Manager HR & Labour Relation
2	Equivalent level of Post – for TA/DA and other purposes only.	E-5 (As per IDA scale)
3	No of Positions	01 No (Fixed term tenure basis)
4	Place of Posting	Hazratpur (Firozabad)
5	Age	Not below 25 years and not above 55 years of age.
6	Qualification	Full time Bachelor Degree of minimum 3 years duration from a recognized University/Institute with Master of Business Administration in

		HR/Personnel Management/PM & IR or Degree from a recognized university with MSW or Bachelors Degree with 2 year P.G Degree/P.G. Diploma/Institutional degree in HR/Personnel/Management/PM&IR/ Labour Welfare.
7	Experience	<ol style="list-style-type: none"> 1. Minimum 2 years of post qualification experience as Labour Welfare Officer/ HR & Personnel Management or similar in well established and reputed medium/large manufacturing organization. 2. Preference will be given to the candidates having relevant higher qualification and experience in dealing with Labour/HR Policies, Public Relations in manufacturing organizations.
8	Term & Condition	Detailed terms and conditions, role & responsibility for the post are attached as Annexure -A & C
9	Tenure	03 years, subject to annual satisfactory performance and need for continued engagement of professional by TCL.
10	Consolidated Emoluments	Consolidated Rs. 1,00,000/- (One Lakh) 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.

SL NO.	Particulars	Details
1	Name of Post	Quality Manager
2	Equivalent level of Post – for TA/DA and other purposes only.	E-5 (As per IDA scale)
3	No of Positions	01 No (Fixed term tenure basis)
4	Place of Posting	Kanpur
5	Age	Not below 25 years and not above 45 years of age.
6	Qualification	Bachelor's Degree in Textile Technology/Engineering /Design/Apparel Production, or related field from a recognized university. Additional qualification related to quality/ TQM/Six Sigma etc. shall be preferable.
7	Experience	Minimum of 03 years of experience in quality management in the manufacturing industry preferably Garment/Textile or similar industry
8	Desirable Skills	<ul style="list-style-type: none"> - Strong understanding of TQM in manufacturing/Textile Fabrication processes and Quality Control Practices. - Familiarity with regulatory standards and quality certifications like ISO, NABL etc in manufacturing industry preferably in Textiles/ Garments or similar areas. - Ability to implement corrective and preventive actions to resolve quality

		<p>issues.</p> <ul style="list-style-type: none"> - Strong analytical, communication, and leadership skills. - Proficiency in quality management systems, SPC, AQL technique and Knowledge about NABL Accreditation. Knowledge & experience in Industry 4.0 & Quality 4.0 shall be a preferred advantage.
9	Term & Condition	Detailed terms & conditions, Job Summary & Key Responsibilities for the post are attached as Annexure – A & D.
10	Tenure	03 years, subject to annual satisfactory performance and need for continued engagement of professional by TCL.
11	Consolidated Emoluments	Consolidated Rs. 1,00,000/- (One Lakh) per month all inclusive, and revised annually based on performance as per TCL policy/norms. A medical allowance of fixed amount @ Rs. 1,000/- per month. No other perks & benefits are entitled except TA/DA for travelling out of station. Suitable accommodation may be provided on nominal payment basis subject to availability.

SL NO.	Particulars	Details
1	Name of Post	Footwear Technologist
2	Equivalent level of Post – for TA/DA and other purposes only.	E-4 (As per IDA scale)
3	No of Positions	01 Nos (Fixed term tenure basis)
4	Place of Posting	Kanpur
5	Age	Not below 24 years and not above 45 years of age.
6	Qualification	Degree / Diploma in Footwear Design / M.Des in Footwear Design or equivalent/ similar from recognized University/Institute(with a min. of 55% marks)
7	Experience	<ol style="list-style-type: none"> 1. 3 years relevant working experience with footwear industry preferably as designer for Degree / Diploma in Footwear Design candidate. 2. Knowledge in latest designing software such as Fusion 360, Adobe, Auto CAD, Rhino, ICAD & CAD etc., simulation and modeling, soft design (2D, 3D, Line drawing). 3. CAD/CAM (Footwear Design). 4. Knowledge of relevant industry standards, footwear/leather market, quality, test methods (viz. SATRA/DIN/ISO/BIS/ASTM/AATCC/EN) and testing protocols. 5. Experience of various types of testing equipments/laboratory instruments and a strong understanding of analytical method. 6. Good communication skill both verbal & writing skills. 7. Knowledge of MS word, excel and power point.
8	Term & Condition	Detailed terms & conditions, roles and responsibilities of the post are attached as Annexure – A & E.
9	Tenure	03 years, subject to annual satisfactory performance and need for

		continued engagement of professional by TCL.
10	Consolidated Emoluments	Consolidated Rs. 80,000/- (Eighty thousand) per month all inclusive, and revised annually based on performance as per TCL policy/norms. A medical allowance of fixed amount @ Rs. 1,000/- per month. No other perks & benefits are entitled except TA/DA for travelling out of station. Suitable accommodation may be provided on nominal payment basis subject to availability.

SL NO.	Particulars	Details
1	Name of Post	Data Base Administrator
2	Equivalent level of Post – for TA/DA and other purposes only.	E-2 (As per IDA scale)
3	No of Positions	05 Nos (Fixed term tenure basis)
4	Place of Posting	Kanpur, Shahjahanpur, Hazratpur (Firozabad) & Avadi (Chennai)
5	Age	Not below 22 years and not above 35 years of age.
6	Qualification	(I) Bachelor's Degree from a recognized university. Or Minimum 'O' Level Course. (ii) Certification in Data Base Management System
7	Desirable Experience	Experience in Data Base Management shall be given preference
8	Term & Condition	Detailed terms & conditions, roles for the post are attached as Annexure – A & F.
9	Tenure	03 years, subject to annual satisfactory performance and need for continued engagement of professional by TCL.
10	Consolidated Emoluments	Consolidated Rs. 60,000/- (Sixty thousand) per month all inclusive, and revised annually based on performance as per TCL policy/norms. A medical allowance of fixed amount @ Rs. 1,000/- per month. No other perks & benefits are entitled except TA/DA for travelling out of station. Suitable accommodation may be provided on nominal payment basis subject to availability.

How to apply

- 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 22/ 02/2025.
3. Last date for receipt of Application at TCL website 22 / 02/2025.
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.**

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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. 01/2025

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) Sr. Manager Security & Administrative	- Rs 1,00,000/- all inclusive (Monthly)
(ii) Sr. Manager HR & Labour Relation	- Rs 1,00,000/- all inclusive (Monthly)
(iii) Quality Manager	- Rs 1,00,000/- all inclusive (Monthly)
(iv) Footwear Technologist	- Rs 80,000/- all inclusive (Monthly)
(v) Data Base Administrator	- Rs 60,000/- 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. Company quarters, if available, may be provided. However, House Rent for Quarters including Water, Electricity charges etc. will be deducted as per Rules. 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. 01/2025

A. ROLE OF Sr. MANAGER SECURITY & ADMINISTRATION :

The Sr. Manager Security & Administration as a member of TCL executive team will lead Security and Administration activities of the TCL Factory/Unit.

B. Sr. MANAGER SECURITY & ADMINISTRATION RESPONSIBILITY WILL INCLUDE THE FOLLOWING:

1. Day to day functioning of Security and Admin Section.
2. Monitoring the duty of the deployed security personnel on contract, maintaining security, law & order in TCL Factory and estates etc.
3. Keeping strict surveillance to control criminal or other offences within the TCL areas.
4. Carrying out enquiries in case of pilferage/ miscreant activities in TCL areas.
5. Co-ordination with the local police and District authorities relating to various security issues, encroachment removal including handling strikes/agitation and calamity situation
6. Maintaining of applicable protocols and manage of VIPs, VVIPs visit at TCL.
7. Administration and Management responsibilities as per allotment of duties.
8. Marketing and Liaisoning with Armed forces, CODs and customer trial evaluation of TCL products etc.

Annexure 'C' of Advt. No. 01/2025

A. ROLE OF SR. MANAGER HR & LABOUR RELATION:

The Sr. Manager HR & Labour Relation as a member of TCL executive team role is to lead administration of all labour enactments related to Welfare of Labourers and ensure Welfare amenities and various labour legislation to all section in Factory/Unit through enforcement of various labour laws for ensuring good relationship between employers and employees by mitigating the level of confrontation through speedy settlement of dispute and grievances.

B. SR. MANAGER HR & LABOUR RELATION RESPONSIBILITY WILL INCLUDE THE FOLLOWING:

1. To promote harmonious industrial relations and to do liaison work between the workers and the management.
2. To bring the breaches of labour laws and orders and statutory obligations to the notice of the management/occupier of the factory and to advice and assist the factory management in the fulfillment of obligations, statutory or otherwise, concerning the application of the provisions of the factories Act 1948, Payment of Wages Act 1936, Employees Compensation Act-2023, Employment of Children Act 1938 and all other labour laws applicable to factories and the rules made there under. To establish liaison with the Chief Inspector of Factories, Labour Commissioner, Labour Enforcement Officer, Central Government Industrial Tribunal cum Labour court and the Medical Services, concerning essential medical examination of workers, health records, supervision of hazardous jobs, sick-visiting and convalescence, accidents prevention, safety supervision, maternity benefits, workman compensations etc.
3. To organize and supervise labour welfare work.
4. To exercise restraining influence over the workers in apprehended illegal strikes and over the management in declaring illegal lockouts.
5. To help management in preventing sabotage and other illegal activities of workers.
6. To organize election of works committee.
7. Membership Verification of Unions and Associations.
8. Monitoring of recognition of Unions and Associations and their elections as per bye laws.
9. Verification and Monitoring of Payment of wages, EPF/ESIC and bonus to contract worker and other legal provisions related to contract labours.
10. Maintenance and monitoring of labour Welfare Fund and other funds related to workers.
11. Monitoring of smooth functioning of Crèche.
12. Any other duties assigned by Head of Unit.

Annexure 'D' of Advt. No. 01/2025

A. JOB SUMMARY FOR QUALITY MANAGER:

The TCL seeks qualified and experienced candidates for the post of Quality Manager for its manufacturing units. The Quality Manager will ensure the adherence to quality standards in the production of garments, textile and engineering products intended for defence use and other Customers including Export.

B. KEY RESPONSIBILITY FOR QUALITY MANAGER:

1. Frame Quality Policies, Procedures and SOPs in line with TQM and best Industry Practices.
 2. Oversee the quality assurance process for TCL manufacturing, from raw material procurement to final product inspection.
 3. Develop and enforce quality control procedures to meet different standards and specifications.
 4. Collaborate with production teams to resolve quality issues and ensure continuous improvement.
 5. Ensure compliance with national and international standards in textiles and garments (ISO, BIS, etc.).
 6. Conduct audits, inspections, and quality tests on garments and materials.
 7. Train production staff and quality control teams on quality management practices.
 8. Engage with internal stakeholders, vendors, and external bodies to ensure high standards of Product quality.
 9. Implementation of any other policy/directives issued by TCL Corporate HQRS.
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Annexure 'E' of Advt. No. 01/2025

A. ROLES AND RESPONSIBILITIES OF FOOTWEAR TECHNOLOGIST:

1. To study available infrastructure of Boot Plant and suggest modern manufacturing techniques, latest P&M for boot production.
2. To study market feasibility for other variant of Boot & establish line of production for the same for sustenance.
3. To suggest for implementation of cost reduction measures to be competitive.
4. To develop and design other variety of Boot/shoes/safety shoes for product diversification.
5. To establish testing facilities for production footwear as per relevant standards including functional parameter of finished boots.
6. To prepare DRP for specialized footwear viz boot multipurpose, ski boot, snow boot and boot antimines.
8. Any other work assigned by Competent Authority.

Annexure 'F' of Advt. No. 01/2025

A. ROLE OF DATA BASE ADMINISTRATOR:

1. Time to time modification of Costing, Inventory, Asset Register, Vender Rating & NQDBMS Packages, new development required by factory and any other work assigned related to IT.

No.	Particulars	Amount	Remarks
01			
02			
03			
04			
05			