



## ENGAGEMENT OF RETIRED EXPERTS/ADVISORS/CONSULTANTS

ADVT. NO. AVNLCO/HR/2026/03

**Armoured Vehicles Nigam Limited (AVANI) (AVNL)** is a new Defence PSU with its headquarters at Avadi (Chennai). AVNL is engaged in the manufacturing of battle tanks (T-72, T-90, MBT Arjun), Infantry Combat Vehicles, Support vehicles (MPV, AERV etc.) and Defence mobility solutions (Stallion, LPTA etc.) for the armed forces and home & 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 position on fixed term contract basis in AVNL Corporate Office, Avadi, Chennai - 600054:**

S. No	NAME OF THE POST	NO OF VACANCY	TOTAL REMUNERATION PER MONTH
1.	Expert (HR &Organizational Development	01 [01-UR]	Basic- Rs. 1,50,000 IDA as applicable Special allowance-5% of Basic Conveyance-Rs. 8000/- Medical-Rs. 3000/pm

**Note:** Detailed terms, qualification, experience, Job Specifications, Skills required for above mentioned post are attached at **Annexure-A**

**How to apply**

- Interested candidates may download the application from the website ([www.avnl.co.in](http://www.avnl.co.in)) as attached at **Annexure B** to this advertisement. Hard Copy of duly filled in application shall be submitted along with 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/CO & HR, Armoured Vehicles Nigam Limited, HVF Road, Avadi, Chennai - 600054** super-scribing the envelope with the Advertisement No & Name of the post applied for. **Last date for receipt of Application at AVNL CO is 15 days from the date of publication of this advertisement.**
- Application fee (Non-refundable Rs.300/-) to be paid **through SBI Collect (PSU -> Armoured Vehicles Nigam Limited (Tamil Nadu) -> AVNL CO -> Recruitment fees)** 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 Bio-data 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.**

**Sd-**

HR Division, AVNL

## Annexure-A

**DETAILED TERMS, QUALIFICATION, EXPERIENCE, JOB SPECIFICATION, SKILLS REQUIRED FOR THE POST:**

**1.0 Expert (HR & Organizational Development )**

S. No.	Particulars	Details
1	No. of Positions	01 (Un reserved)
2	Age	Below 65 Years
3	Qualifications	Graduate in any discipline, Advanced Diploma in Management equivalent to MBA from any reputed institution/university
4	Job Description	<p><b>Organizational Restructuring &amp; Design</b></p> <ul style="list-style-type: none"> <li>Organizational diagnostics (Unit &amp; Corporate Office)</li> <li>As-Is and To-Be organization structure design</li> <li>Chain of Command &amp; Span of Control analysis</li> <li>Section rationalization and re-organization</li> <li>Centre of Excellence (CoE) design</li> <li>Future-ready and agile organization models <b>Business Process Re-engineering (BPR)</b></li> <li>End-to-end process mapping (As-Is / To-Be)</li> <li>Process rationalization and optimization</li> <li>Workflow redesign and SOP development</li> <li>Governance and control mechanisms Manpower Planning &amp; Staffing Norms</li> <li>Zero-based manpower assessment</li> <li>Staffing norms development</li> <li><b>Manpower Rationalization</b></li> <li>Headcount optimization and work-study analysis</li> <li>Manpower induction planning</li> <li>Category-wise manpower projection Job Architecture &amp; Performance Management</li> <li>Job analysis and standardized job descriptions</li> <li>Role clarity and accountability frameworks</li> <li>KRAs / KPIs definition</li> <li>PMS design and integration with roles Implementation &amp; Change Enablement</li> <li>Implementation handholding</li> <li>Stakeholder workshops and leadership alignment</li> <li>SOP rollout and capability building</li> <li>Change management support</li> </ul>
5	Experience	As Senior HR & Organisation Development Consultant with 20+ years of experience in organizational restructuring, business process re-engineering (BPR), manpower rationalization, staffing norms design, and job architecture for large Government PSUs, manufacturing

		units, and multi-location enterprises. Proven expertise in conducting As-Is diagnostic studies, designing future-ready, lean and agile organizational structures, and implementing zero-based manpower planning aligned with business strategy, productivity, and cost optimization. Extensive experience across unit-level and corporate office restructuring, section rationalization, Centre of Excellence (CoE) design, job descriptions with KRAs/KPIs, reporting relationships, and implementation handholding, including workshops, SOPs, and change enablement. Strong background in PCMM v2.0-driven transformation, performance management integration, and stakeholder alignment across Board, Corporate Office, and operational Units. Delivered complex restructuring and HR transformation projects across engineering, oil & gas, infrastructure, BFSI, IT and Government enterprises in India and overseas
<b>6</b>	<b>Tenure</b>	The candidate will be engaged initially for a period of 6 months which may be extended further if required.
<b>7</b>	<b>Remuneration</b>	Rs. 1,50,000/- + IDA as applicable, special allowance 5% of basic, Conveyance Rs. 8000/- Medical Rs. 3000/- pm
<b>8</b>	<b>Mode of operation</b>	Hybrid mode: The selected candidate has to function from AVNL Corporate Office/Any Unit of AVNL or work from home, out of which , minimum 8 working days in a month shall be at AVNL Corporate Office/Any Unit of AVNL
<b>9</b>	<b>Place of Posting</b>	AVNL CO, Avadi, Chennai or as decided by Corporate Office
<b>10</b>	<b>Working Hours</b>	As per office hours.
<b>11</b>	<b>Policy</b>	Engagement of Experts/Advisors/Consultants Policy on Fixed Term Employment



ADVT. NO. AND DATE \_\_\_\_\_

APPLICATION FOR THE POST OF \_\_\_\_\_

Annexure-B

## APPLICATION FOR ENGAGEMENT OF EXPERTS/ADVISORS/CONSULTANTS

SNO	Particulars	
1	Name	
2	Designation at the time of retirement	
3	PPO No.	
4	Pay level/Pay scale in which retired	
5	Name of the Organization/Department from where retired	
6	Date of retirement	
7	Address for Communication	
8	Contact Mobile No. Alternate contract No.	
9	E-mail id	
10	Qualification	
11	Experience details	Please provide the information in the format below

Name of the Organization/Department	Period		Designation	Brief details of the work handled
	From	To		

12. Additional relevant information, if any, in support of your suitability for the said engagement  
(Attach separate sheet, if necessary)

## DECLARATION

I hereby declare that all the statements made by me in this application are true and complete to the best of my knowledge ie. I further declare that I was clear from vigilance angle at the time of retirement and I have not been dismissed/removed/compulsorily retired/retired under FR 56(j) from service. I have not been imposed with any penalty (major and /or minor) during last 15 years of service. I have not been subjected to criminal prosecution during my entire service career. I have read this document and ready to accept the terms and condition for engagement of the post advertised.

Signature of the Applicant

Name:

Place:

Date:

## **TERMS AND CONDITIONS FOR ENGAGEMENT OF EXPERTS/ADVISORS/CONSULTANTS**

### **1.0 General Terms and Conditions:**

1.1 **Vigilance/Disciplinary angle clearance:** The candidate shall be clear from Vigilance/Disciplinary angle at the time of retirement. For this purpose, the concerned HR department shall coordinate with the HR/Administration department of the incumbent's previous organization to obtain the vigilance clearance.

1.2 **Police Verification:** Police Verification Report shall be obtained by the individual at the time of engagement.

1.3 **Criminal Case Declaration:** The incumbent shall provide a declaration as per **Annexure-I in the policy on selection.**

1.4 **Termination of Engagement:** CMD/Head of Unit reserves the right to short close the engagement on the following grounds:

- a) In case the information furnished by the Experts/Advisors/Consultants are found to be false at any stage;
- b) They are unable to fulfill the assigned tasks;
- c) They are found lacking in honesty and integrity;
- d) Due to change in business requirements;
- e) Any other reason as deemed fit by the Management;

1.5 In the event of termination/short closure of engagement, one month's notice on either side or remuneration in lieu of notice period shall be provided.

1.6 The decision of the Management in this regard shall be final and binding

1.7 **Confidentiality-cum-non Compete Agreement will be made at the time of joining.**

### **1.8 Existing Experts/Advisors/Consultants**

Experts/Advisors/Consultants who are presently engaged with AVNL will continue as per the terms and conditions brought in the letter of Engagement issued to them. The revised remuneration and entitlements brought in the Policy shall be effected at the time of extension/renewal.

**Illustration:** For Experts/Advisors/Consultants who complete 2 years of engagement after issuance of this policy, the remuneration will be fixed at minimum of the applicable scale and increment of 5% +5% (with compounding effect) from date of the implementation of this policy.

1.9 The provisions of this policy shall come into force from the date of notification of this policy.

1.10 The application format for engagement of Experts/Advisors/Consultants is given at **Annexure B above**

1.11 CMD reserves the right to delete, add, alter, modify or relax any clauses, if the exigencies of work so require.

### **2.0 Mode of Operation:**

Experts/Advisors/Consultants may be engaged to meet specific business requirements in various functional / domain areas through any of the following modes:

- (i) **Physical mode:** They will function from any of AVNL Office/Unit / Establishment. The minimum working days shall be 5 days a week (6 days in case of Production/R&D Units).
- (ii) **Hybrid mode:** They will function either from any of AVNL Office/Unit / Establishment or work from home, out of which, minimum 8 working days in a month shall be from AVNL Office/Unit / Establishment.

The mode of working shall be clearly indicated in the proposal subject to approval of the Competent Authority. They will follow the attendance recording system as being followed by the Units.

**3.0 Extension of Tenure:**

- a) The extension of tenure (after completion of original period of engagement) shall depend on the business requirement, individual's performance, willingness to continue, medical fitness and recommendations of the concerned Director.
- b) The concerned HR shall initiate the proposal with detailed justification of the requirement, consent from the Experts/Advisors/Consultants, recommendations from any of AVNL Office/Unit for approval. Each extension shall be for a period of one year and the number of extensions shall not exceed the duration/upper age limit stipulated for each category.
- c) The Approving Authority for extension up to 3 years shall be Director/HR, Extension beyond 3 years requires approval of CMD.

**4.0 Conveyance:**

- a) In respect of Experts/Advisors/Consultants equivalent to SAG & above or equivalent IDA Pay Scales engaged on physical/hybrid work mode, the AVNL Office/Unit/Establishment shall make transport arrangements. The car provided should be co-terminus with the tenure.
- b) In the event of non-utilization of Company provided car, conveyance reimbursement shall be payable at the rate of Rs. 20,000/- and Rs. 8000/- per month in case of physical mode and hybrid mode respectively.

**5.0 TA/DA:**

Experts/Advisors/Consultants shall be entitled to TA/DA for official journeys within India as applicable to their Grade/Pay level as per AVNL Travelling Allowances Rules.

**6.0 Accommodation:**

- a) During the official visits, Guest House accommodation may be arranged based on availability. In the event of non-availability of Guest House, stay in Hotels shall be regulated as per the TA/DA Rules. (Equivalent to AVNL Scale of Pay).
- b) Experts/Advisors/Consultants will be provided Company accommodation based on the availability at their places of postings.

**7.0 Leave:**

Experts/Advisors/Consultants shall be eligible for 15 days of Casual-cum-sick leave in a calendar year on pro-rata basis. Leave not availed during a calendar year cannot be carried forward and will lapse at the end of the calendar year.

**8.0 Reporting and Administrative Support:**

- a) They shall report to the concerned Head of AVNL Office/Unit. Periodic report on a quarterly basis with respect to the activities performed and evaluation of their performance shall be reported to the Concerned Director by the Unit Head/Divisional Head.
- b) The HR Head of AVNL Office/Unit will provide the required administrative support and arrange for payment of remuneration and other charges.

**AVNL's DECISION FINAL:**

The decision of Chairman & Managing Director, AVNL 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 noquery/ correspondence will be entertained in this regard.

**Last date for receipt of Application at AVNL CO is 15 days from the date of publication of advertisement.**

\*\*\*\*\*