



CIN-U35990TN2021GOI145504

ENGAGEMENT OF CONSULTANT ON FIXED TERM EMPLOYMENT
(Advt. No. AVNLCO / HR / 2026 / 07)
RECRUITMENT NOTICE

Armoured Vehicles Nigam Limited (AVNL) is a new Defence Public Sector Company with its headquarters at Avadi (Chennai) (**AVNLCO**). AVNL comprises units viz. Heavy Vehicles Factory, Avadi, Tamil Nadu (**HVF**), Design and Development Centre, HVF Avadi, Tamil Nadu (**D2C-HVF**), Engine Factory Avadi, Tamil Nadu (**EFA**), Vehicle Factory Jabalpur, Madhya Pradesh (**VFJ**), Ordnance Factory Medak, Telangana (**OFMK**), Design and Development Centre, Medak, Telangana (**D2C-OFMK**), Machine Tool Prototype Factory, Ambarnath, Maharashtra (**MTPF**), AVNL Institute of Learning, Avadi (**IOLAV**), AVNL Institute of Learning, Medak (**IOLMK**), AVNL Institute of Learning, Ambarnath (**IOLAM**) and Liaison Office, New Delhi, Pune and new upcoming project locations across India as per requirement of the Company. AVNL is engaged in the manufacture of main battle tanks, Infantry Combat Vehicles, Support vehicles and Defence mobility solutions for the armed forces and domestic security agencies. Applications are invited from eligible Indian Nationals for filling-up the following post on **FIXED TERM EMPLOYMENT** basis as per details mentioned below :-

01. NAME OF THE POST, VACANCY & REMUNERATION:

S. No	NAME OF THE POST	NO OF VACANCY	MONTHLY REMUNERATION
1.	Consultant – Business Development (Naval Domain)	01 [UR]	Basic Pay Rs. 90,000/- (E-6) + IDA as applicable

02. QUALIFICATION:

Sl. No.	Name of the Post	Qualification(s)
1.	Consultant – Business Development (Naval Domain)	Retired Officer of the Indian Navy (Gunnery) of the rank of Captain

03. EXPERIENCE:

Sl. No.	Name of the Post	Experience
1.	Consultant – Business Development (Naval Domain)	Should have experience in Naval Acquisition Wing/Procurement of Capital Items.

04. TENURE OF ENGAGEMENT:

Sl. No.	Name of the Post	Tenure
1.	Consultant – Business Development (Naval Domain)	For a period of One (01) year initially; Extendable by 02 more years based on business requirement and individuals performance (overall tenure of 3 years) or till the incumbent attains the age of 65 years, whichever is earlier.

05. AGE LIMIT:

Sl. No.	Name of the Post	Age Limit (Inclusive of all relaxation of age)	PLACE OF POSTING	WORKING DETAILS
1.	Consultant – Business Development (Naval Domain)	Below 62 Years	AVNL, MTPF, Ambarnath (with requirement of periodic travel to Naval Headquarters, New Delhi, Naval Commands, Dockyards, DRDO Establishments, Defence PSUs, Shipyards and other locations as required in the furtherance of the assignment)	Any of the following modes: a) 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). b) Hybrid mode: They will function either from any of AVNL Office/Unit/Establishment or from residence, out of which, minimum 8 working days in a month shall be from AVNL Office/Unit/Establishment.

06. JOB DESCRIPTION:

Sl. No.	Name of the Post	JOB DESCRIPTION
1.	Consultant – Business Development (Naval Domain)	a) Establish strategic engagement with Naval Headquarters, Naval Commands, Dockyards, Coast Guard Headquarters, Shipyards and Maritime Defence Organizations. b) Identify opportunities for AVNL to diversify into naval logistics and shore-based military mobility systems. c) Advise AVNL Management on Indian Navy operational requirements, platform modernization, emerging doctrines, and long-term diversification strategy. d) Conduct market research on international naval support equipment and recommend products suitable for indigenous development. e) Submit strategic market intelligence reports, competitor analysis technology assessments and annual business development plans to AVNL management. f) Co-ordinate with DRDO laboratories, MDL, GRSE, CSL, GSL, HSL, BEL, BDL and private shipyards for collaborative product development. g) Monitor modernization plans, AoN, RFI, RFP and procurement programmes related to Navy. h) Identify opportunities for AVNL participation in future naval infrastructure and maritime security projects. i) Promote AVNL products during naval exhibitions, maritime security forums and defence industry events. j) Identify export opportunities for logistics, security and support vehicles. k) Prepare long-term business diversification plans covering maritime logistics, coastal security, disaster response and defence infrastructure support.

07. SELECTION PROCESS:

Consultant shall be engaged through **following assessment parameters (85 marks) and Interview (15 marks).**

Sl. No.	Name of the Post	Assessment Parameters
1.	Consultant – Business Development (Naval Domain)	1. Prior Work Experience: The candidate has experience of similar job. 20 marks
		2. Technical /domain Expertise: The candidate possesses requisite technical skills to demonstrate critical thinking and problem solving. 25 marks
		3. Potential to shoulder higher responsibilities: The candidate shall have ability to take up higher level responsibility and set pace for the team members towards work accomplishments. 15 marks
		4. Developing team: Ability to interact, guide, council and nurture the subordinates to perform their present job and groom them for taking higher responsibility. 15 marks
		5. Aligning performance for success: Focusing and guiding others in accomplishment of work objectives. 10 marks

08. CHARACTER, MEDICAL & PVR:

The Selected Candidates is subject to verification of Educational / Technical Qualifications, Category / Disability Certificate, Experience Certificate and Character & Antecedents, as the case may be with the concerned authorities, as per the rules of AVNL. The appointment of selected candidates will be subject to being declared “MEDICALLY FIT” by competent authority as per prescribed policy of the company. Police Verification Report shall be obtained by the individual at the time of engagement.

09. GENERAL INSTRUCTIONS:

- All qualifications should be obtained from Universities / Institutions recognized by State / Central Government / UGC / AICTE as applicable.
- All computation of age/experience requirement/qualification shall be done w.r.t. the closing date of application.
- In case there is no mention of specialization in the qualifying degree as required in the minimum essential qualification mentioned above, candidates are required to submit a certificate at the time of interview from their University / Institution with a clear mention of their specialization.
- Wherever CGPA/OGPA/CPI/DGPA or letter grade in a qualifying degree (Essential Qualification) is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by the University/Institute.
- Depending on the requirement, AVNL reserves the right to cancel/restrict/curtail/enlarge the number of vacancies, if need so arises, without any further notice and without assigning any reason thereof.
- Any proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto can be instituted only in Chennai and courts / tribunals / forums at Chennai only shall have sole and exclusive jurisdiction to try any such cause / dispute.

- (g) The retired personnel applying for the posts shall be clear from Vigilance/Disciplinary angle at the time of retirement.
- (h) While applying for the post, the applicant should ensure that he/she fulfils the eligibility for age/post/unit/vacancy and other norms mentioned above, as on the specified dates and that the particulars furnished are correct in all respects. In case it is detected at any stage of engagement that a candidate does not fulfil the eligibility norms, his/her candidature will stand automatically cancelled. If any of the above shortcoming(s) is/are detected even after appointment his/her contract services are liable to be terminated without any notice. Canvassing in any form shall disqualify the candidate.
- (i) The selected employees shall be eligible for 18 days of Earned Leave & 10 days of Casual 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.
- (j) Employees who have opted for Voluntary Retirement from the regular services of AVNL/Erstwhile OFB Units/other PSUs/Autonomous bodies/Govt. Departments/Defence services are not eligible to apply for any of the posts.
- (k) Interview for all the posts will be held at AVNL CO, Avadi. Date and time will be intimated to the eligible candidates separately.
- (l) The names of candidates shortlisted for interview and final selections will be notified on AVNL website.

10. APPLICATION FEE & PAYMENT IN ONLINE / OFFLINE MODE:

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.

11. HOW TO APPLY:

- Interested candidates may download the application from the website (www.avnl.co.in) as attached at **Annexure A** to this advertisement.
- Hard Copy of duly filled in application shall be submitted along with self-attested copies of evidence of proof of age, qualification and experience, last drawn pay including level/grade or CTC as applicable, fee payment details etc.
- The application, complete in all respect together with the required fee should be sent through speed post/courier service to the **General Manager/HR (CO), 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 21 days from the date of publication of this advertisement.**

12. DOCUMENTS TO ATTACH:

- Class X passing Certificate / Mark sheet, PAN Card and Aadhaar Card for Name and DOB proof (Name & DOB should appear in conformity on all documents).
- Category / disability certificate (For SC/ST/OBC-NCL/PwBD/EWS/Ex-SM candidates) as applicable.
- OBC-NCL certificate should be in central format for the current financial year (FY 2026-27).
- EWS candidates need to submit current year Income & Asset certificate in the prescribed format i.e. the certificate should be valid for FY 2026-27 based on the income of FY 2025-26.
- Disability certificate should be as per the latest prescribed central Govt. Format generated online through the Swavalamban / UDID portal (clearly indicating the type and percentage of disability) in line with the identified disability for the posts as mentioned in this advertisement.
- Education qualification:** Mark sheets & Degree certificates (Diploma, Graduation, Post-Graduation) as prescribed for the post.
- 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 A issued by present / past employers(s).



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ADVT. NO. AND DATE _____

APPLICATION FOR THE POST OF _____

To
Armoured Vehicles Nigam Limited
Avadi, Chennai – 600 054

Annexure A

Place a recent
passport size photo
of the applicant
(self-attested in
front) to be firmly
pasted (not to be
stapled)

APPLICATION FOR ENGAGEMENT OF CONSULTANT – BUSINESS DEVELOPMENT (NAVAL DOMAIN)

SL NO	PARTICULARS	DETAILS
1	Name (in Block Letters)	
2	Date of Birth (dd-mm-yyyy)	
3	Gender	
4	Category	SC / ST / OBC-NCL / EWS / PwBD / Ex-SM
5	Marital Status	
6	Father's Name	
7	Mother's Name	
8	Email ID	
9	Contact Mobile No. Alternate Contact No.	
10	Nationality	
11	Correspondence Address	
12	Permanent Address	
13	AADHAAR Number	
14	PAN Number	
15	Details of Application Fee Remitted Mode	DD / Online / Exempted

16	DD No. & Date / Online Transaction No. & Date	
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17. EDUCATIONAL QUALIFICATIONS

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

18. PARTICULARS OF EXPERIENCE

Name of the Company / Organization	Post Held	Period of Employment		Pay Scale/Level & Grade Pay in case of PSUs / Govt. Depts.	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 (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.

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 conditions for engagement of the post advertised. I understand that any willful misstatement described herein may lead to my disqualification or dismissal, if engaged.

Signature of the candidate

Date:

Place: