

No.: 6/7/2025- PESB

भारत सरकार

Government of India

कार्मिक एवं प्रशिक्षण विभाग

Department of Personnel & Training

(लोक उद्यम चयन बोर्ड)

(Public Enterprises Selection Board)

ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड

Block No.14, C.G.O. Complex, Lodhi Road

नई दिल्ली / New Delhi- 110003

Dated: 02/01/2026

सी. पी. एस. ई. का नाम	Armoured Vehicles Nigam Limited (AVNL)
NAME OF THE CPSE	
पद का नाम	Chairman & Managing Director
NAME OF THE POST	
रिक्ति की तारीख	02.01.2026
DATE OF VACANCY	
सी. पी. एस. ई. की अनुसूची	Schedule A
SCHEDULE OF THE CPSE	
पद का वेतनमान	Rs. 200000 – 370000 (IDA)
SCALE OF THE POST	

I. COMPANY PROFILE:

Armoured Vehicles Nigam Limited (AVNL) 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 Armoured Vehicles Nigam Limited (AVNL) having its registered office at Avadi, Chennai, Maharashtra, with 5 production units namely Engine Factory Avadi, Heavy Vehicle Factory Avadi, Machine Tool Prototype Factory Ambarnath, Ordnance Factory Medak and Vehicle Factory Jabalpur.

The major products manufactured by the company are Main Battle Tanks (MBTs), Trawls, Long Platform Trucks, Engines, Stallions, Mine Protected Vehicles (MPV) and Infantry Combat Vehicles (ICVs) like BMP.

The authorized and paid up capital of the Company was Rs. 14,000.00 Crores and Rs. 13,427.66 Crores respectively as on 31.03.2025 and has employed 01 employee at Board of Director level & has 10,358 employees on deemed deputation as on 31.03.2025.

Web address - www.avnl.co.in

II. JOB DESCRIPTION AND RESPONSIBILITIES:

The Chairman & Managing Director is the Chief Executive of the Company and accountable to its Board of Directors and Government of India. He/ She is responsible for the efficient functioning of the Company for achieving its corporate objectives and performance parameters. CMD is required to liaise and keep contacts with the important customers and various Central Government Authorities, particularly the Department of Defence Production, Ministry of Defence and Defence Research & Development organization. CMD is also required to maintain liaison with appropriate level s in the three Service Headquarters regarding the ongoing Defence projects and to develop further business in Defence Armoured Vehicles. Besides this, CMD, AVNL has to liaise with the appropriate State Government Authorities, Heads of the other Public Sector Undertakings,

Customers and Collaborators, Commercial & Financial Institutions and other important organizations associated with the activities of the company. CMD, AVNL will be responsible towards providing overall leadership and guidance with a view to accomplish the Mission, Vision and Objectives of the company viz, indigenization & import substitution, enhance exports, business development and marketing, enhance defence production, modernization, emphasis on R&D and innovation.

III. ELIGIBILITY:

1. **AGE:** On the date of issue of advertisement (DOA).

Age of superannuation 60 years			
Internal*		Others	
Minimum	Maximum	Minimum	Maximum
45	1 year of residual service as on the date of vacancy w.r.t. the date of superannuation.	45	3 years of residual service as on the date of vacancy w.r.t. the date of superannuation.

2. EMPLOYMENT STATUS:

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity – and **not** in a contractual/ad-hoc capacity – in one of the followings:-

- Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE).
- Central Government Group 'A' Officers including the Armed Forces of the Union, All India Services and Officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies etc;
- State Public Sector Enterprise (SPSE) where the annual turnover is ***Rs 1500 Crore or more.**
- Private Sector in company where the annual turnover is ***Rs 1500 Crore or more.** Preference would be given to candidates from listed Companies.

(the average audited annual turnover of 3 financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits).*

3. QUALIFICATION:

The applicant should be an Engineering Graduate or Chartered Accountant or Cost Accountant or Post graduate or graduate with MBA/ PGDIM from a leading institute.

4. EXPERIENCE:

(i) The applicant should possess cumulative experience/ exposure for at least 5 years during the last 10 years in Finance or Business Development or Production or Operations or Marketing or Project Management in a large organization of repute.

Or

(ii) The applicant should possess cumulative experience for at least 5 years in core HR/ IR/ Personnel Management along with at least 3 years cumulative experience during the last 10 years in Finance or Business Development or Production or Operations or Marketing or Project Management in a large organization of repute.

Applicant with experience in Defence (Heavy & Medium Engineering) sector will have an added advantage.

5. PAY SCALE:

(a) Central Public Sector Enterprises-

Eligible Scale of Pay

- (i) Rs. 8250-9250 (IDA) Pre 01/01/1992
- (ii) Rs. 11500-13500 (IDA) Post 01/01/1992
- (iii) Rs. 23750-28550 (IDA) Post 01/01/1997
- (iv) Rs. 62000-80000 (IDA) Post 01/01/2007
- (v) Rs. 150000-300000 (IDA) Post 01/01/2017
- (vi) Rs. 22400-24500 (CDA) Pre-revised
- (vii) Rs. 67000-79000 (CDA) Post 01/01/2006
- (viii) Rs. 182200-224100 (Level 15) CDA

The minimum length of service required in the eligible scale will be one year for internal candidates and two years for others, as on the date of vacancy

(b)

- (i) Group 'A' Officers of the Central Government including All India Services (AIS) and Autonomous Bodies, etc.** should be holding a post of the level of Additional Secretary in Government of India or carrying equivalent scale of pay on substantive basis on the date of application.
- (ii) Applicants from Public Sector Bank/ Financial Institutions** should be at Board level for one year on the date of application.
- (iii) Applicants from the Armed forces of the Union** should be holding a post of the level of Lt. General in the Army or equivalent Rank in Navy or Air Force on the date of application.

(c)

Applicants from State Public Sector Enterprises/ Private Sector should be working at Board level position on the date of application.

6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS:

- (a) Central Government Officers, including those of the Armed Forces of the Union and the All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies etc., will be eligible for consideration only on immediate absorption basis.
- (b) Eligible officers of Indian Ordnance Factories Services (IOFS) will be considered as internal candidates and on immediate absorption basis.

IV. DURATION OF APPOINTMENT:

The appointment shall be for a period of 5 years from the date of joining or up to the date of superannuation or until further orders, whichever is earlier.

V. SUBMISSION OF APPLICATIONS:

- 1. The applicants from Central Govt. / CPSE/ SPSE should submit their applications through proper channel as follows:
 - (a) Group 'A' Government Officers, including those of the Armed Forces of the Union and All India Services: through respective Cadre Controlling authority;
 - (b) Officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies through their Administrative Ministry/ Department of the Govt. of India.

- (c) CMDs/MDs/Functional Directors in CPSE: through respective concerned Administrative Ministry;
 - (d) Below Board level in CPSE: through the concerned CPSE;
 - (e) CMDs/MDs/Functional Directors in State PSE: through the respective concerned Administrative Secretary and respective Cadre Controlling Authority (if any) of the State Government;
 - (f) Private Sector: directly to PESB.
2. Applicants from Private Sector must submit their application directly to the DDP/MoD along with the following documents:
- (a) Annual Reports of the Company in which currently, working for the 3 financial years preceding the calendar year in which the post is advertised (please provide URL or attach/enclose copies).
 - (b) Whether the company is listed or not; if yes, the documentary proof (please provide URL or attach/enclose copies).
 - (c) Evidence of working at Board level.
 - (d) Self-attested copies of documents in support of age and qualifications.
 - (e) Relevant Jobs handled in the past with details.
3. The cadre controlling authority/ competent authority should forward applications of only those applicants who are clear from vigilance angle, as per the guidelines issued by DPE from time to time, latest being issued vide OM No. F. No. 15(2)/2001- DPE (GM)-FTS-4199 dated 28.10.2025. The vigilance profile, in the prescribed proforma should also invariably be attached with the application form.

VI. UNDERTAKING BY THE APPLICANT:

The applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application will be rejected.

1. For candidates from Central Government including the Public Sector Banks/ Financial Institutions/ Armed Forces of the Union, All India Services and officers from Autonomous Bodies etc;

- (a) The appointment is on immediate absorption basis.
- (b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of 2 years from the date of interview, for being considered for a Board level post in any CPSE.
- (c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of 2 years from the date of offer of appointment for being considered for a Board level post in any CPSE.

2. For candidates from CPSE:

- (a) If a candidate conveys his/ her unwillingness to join after the interview is held, he/ she would be debarred for a period of 2 years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.
- (b) Further, if a candidate conveys his/ her unwillingness to join after the issue of offer of appointment, he/ she would be debarred for a period of 2 years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

3. For candidates from SPSE/ Private Sector:

- (a) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of 2 years from the date of interview, for being considered for a Board level post in any CPSE.

- (b) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of 2 years from the date of offer of appointment for being considered for a Board level post in any CPSE.
4. In the above cases, no request for relaxation or otherwise would be entertained.

VII. THE APPLICANT CAN EITHER:

Fill up the Application form online only against this job description on the website of PESB – <https://pesb.gov.in> and thereafter forward it online, as specified in Para V.

or

Fill up the Application form online only against this job description on the website of PESB – <https://pesb.gov.in>, take a printout and send it offline, as specified in para V.

Total timeline for receipt of applications (complete in all respect) in PESB is 30 days from the date of uploading the job Description on website of PESB. Last date for submission of applications by the applicants is by 3:00 PM on 23.01.2026. Last date for nodal officers to forward applications to PESB is by 05:00 PM on 02.02.2026. NO application shall be entertained under any circumstances after the stipulated date. Incomplete applications and applications received after the stipulated date shall be REJECTED.

VIII. Board reserves the right to shortlist applicants for interview, keeping in view the extant guidelines issued from time to time.

IX. Applications are to be addressed to:

Secretary,
Public Enterprises Selection Board Public Sector Bhawan
Block No. 14, CGO Complex Lodhi Road new Delhi – 110003

ALL CORRESPONDANCE WITH THE PUBLIC ENTERPRISES SELECTION BOARD SHOULD BE ADDRESSED TO SECRETARY, PUBLIC ENTERPRISES SELECTION BOARD ONLY.