

सं./No.: TCLHQ/COR.HR/HIRING/PROJECT BASIS

दिनांक/Dated: 31.10.2022

ADVERTISEMENT NO. 01/2022 : FOR HIRING OF CONSULTANCY
SERVICES ON PROJECT BASIS

Troop Comforts Limited (TCL) is a Public Sector Undertaking incorporated on 16th August 2021 under the companies Act, 2013(18 of 2013) with 100 % equity share held by Government of India. Its authorized share capital is Rs. 40,000,000,000 and its paid up capital is Rs. 100,000. TCL is a new Defence PSU with its headquarters at Kanpur (U.P.). It has five (05) constituent units and has around 5800 employees. 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, Tents, Leather Items, Arrester Barrier, General Stores, etc for Defence Services and Civil Sector. It offers great work environment and challenging opportunities for the professionals to prove their mettle. Applications are invited from professionals for the following positions on project basis:

1. SENIOR HR CONSULTANT

| Sl.No. | Particulars | Details |
|--------|-----------------------------|---|
| 1 | No. of Positions | Senior HR Consultant (01) On project basis. |
| 2 | Age | Maximum 65 Years on closing Date of application. |
| 3 | Main Criteria of engagement | Only retired officers of DPSUs having experience in preparation of HR Manual for DPSU will be eligible to apply. |
| 4 | Experience | Experience of at least 20 years in HR positions in DPSUs will be preferred. |
| 5 | Terms & Conditions | Detailed terms, qualification, experience, job specification, skills required for the post are attached as Annexure –A |
| 6 | Tenure | Tenure of Consultancy shall be on project basis. |
| 7 | Payment Terms | 1- A onetime lump sum amount of Rs. 1.5 Lakhs will be paid to the consultant for the project. 2- Fifty percent of amount will be released after the submission of first draft and fifty percent after submission of the final draft. |

How to apply

1. Interested candidates may apply to “CMD, TCL Corporate Head Quarter, TCL Corporate Bhavan, G.T. Road, Kanpur, U.P., PIN - 208013”. Hard copy of application/proposal shall be submitted along with signed copy of Terms and conditions (TCL) and self-attested copies of evidences of proof of experience of similar work, etc.
2. Last date for receipt of application/proposal at TCLHQ: 15/11/2022.
3. Applicant is requested to provide 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 hiring of consultancy for above professionals will be on project basis only as the terms and conditions attached as Annexure – A.
4. All the candidates are required to go through the terms and conditions thoroughly before submitting their application/proposal.

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(P. Mohanty)
General Manager
Corporate HR

Annexure 'A' of Advt. No. 01/2022

TERMS AND CONDITIONS FOR HIRING OF CONSULTANCY SERVICES ON PROJECT BASIS

a) Criteria for Engagement:

1. The tenure of consultancy shall be on project basis.
2. Only retired officers of DPSUs having experience in preparation of HR Manual for DPSU will be eligible to apply.
3. Experience of at least 20 years in HR positions in DPSUs will be preferred.
4. The engagement of consultant shall be temporary (Non official) in nature and this engagement can be cancelled at any time by TCL.
5. It is preferable that consultant to be stationed in Uttar Pradesh to facilitate travel and better co-ordination / liaison with TCLHQ, as and when required.
6. The consultant will be required to sign a non-disclosure agreement (NDA) on the date of commencement of consultancy.

b) Scope of Work:

1. The consultant is required to frame HR Manual/Policies for TCL as under;
 - a) Recruitment and Promotion Rules
2. Consultant has to prepare these HR manuals within three months from the award of order date.
3. Consultant has to provide only soft copy of Manual, no hard copy is required to be submitted.

c) Payment Terms:

1. An amount of Rs. 1.5 Lakhs will be paid to the consultant for the project.
2. Fifty percent of amount will be released after the submission of first draft and fifty percent after submission of the final draft.

d) Admissible Allowance/Benefits:

1. TA/DA or vehicle will be provided for movement of the Consultant to TCLHQ on need basis.
2. No other allowances will be applicable.

e) Selection Criteria:

1. Followings will be criteria for the selection of the consultant;
 - a) Length of the experience.
 - b) Experience in the HR manual preparation.
2. Selection will be done based on the performance in the interview which will be done either physical mode or through VC as decided by competent authority.
