

लघु शस्त्र निर्माणी, कानपुर
एडवांस्ड वेपन एण्ड इक्विपमेंट इंडिया लिमिटेड की एक इकाई
भारत सरकार का उपक्रम, रक्षा मंत्रालय

संविदा आधार पर सेवानिवृत्त केन्द्रीय सरकारी कर्मचारियों की भर्ती के लिए सूचना ।

एडवांस्ड वेपन एण्ड इक्विपमेंट इंडिया लिमिटेड की एक इकाई, लघु शस्त्र निर्माणी, कानपुर में सेवानिवृत्त केन्द्रीय सरकारी कर्मचारियों से संविदा के आधार पर कार्य करने हेतु आवेदन पत्र आमंत्रित किये जाते हैं।

पात्रता - Candidates must have retired from Central Government service (preference shall be given to the employees of Erstwhile OFB, DGQA, DGNAI, DGAQA, EME Workshop, MES, Indian Army/Navy/AF/PMF/BSF/CG/Agniveer having experience in relevant field).

चयन :- इंटरव्यू और प्रैक्टिकल टेस्ट (यदि आवश्यक हो)

पारिश्रमिक :- सरकार के नियमों के अनुसार जैसा कि विस्तृत विज्ञापन में प्रकाशित किया गया है।

योग्यता की शर्तों के विषय में विस्तृत जानकारी के लिए कृपया आधिकारिक वेबसाइट www.aweil.in देखें।

जारीकर्ता
(दिनेश चन्द्र वर्मा)
कार्य प्रबन्धक
कृते मुख्य महाप्रबन्धक
लघु शस्त्र निर्माणी, कानपुर

Small Arms Factory
A unit of Advance Weapon and Equipment India Ltd
Govt of India Enterprises
Ministry of Defence

ADVERTISEMENT FOR ENGAGEMENT OF RETIRED CENTRAL GOVERNMENT EMPLOYEE ON CONTRACTUAL BASIS

Advt. No.: SAF/RETIRED/CONT.APPOINT/ESTT/2026

Date: 15.02.2026

Applications are invited from eligible and qualified retired candidates for appointment to the post on contract basis in Small Arms Factory, a unit of Advance Weapon and Equipment India Ltd under the administrative control of Ministry of Defence.

1. Name of the Post : Junior Works Manager (Technical) , Group 'B'
2. Number of Vacancies : 05
3. Details of the post :

Sl. No.	Name of the Post	Trade/	No of post	Job profile/Experience
01	Junior Works Manager(Tech)	Electrical	01	Electrical Maintenance of various sections along with CNC machines & compressor. Programming & Maintenance of Siemens/Progility make Telephone Exchange is also required
02	Junior Works Manager(Tech)	Mechanical	01	Maintenance of special purpose machines (cold Swaging, Honing, Deephole drilling) at Barrel section.
			02	Maintenance of CNC, Conventional & Auto Lathe Machines installed in various sections.
			01	To monitor the Spare parts manufacturing and other required parts for Machine maintenance.

4. Eligibility Criteria :

i. Service Background :

Candidates must have retired from Central Government service (preference shall be given to the employees of Erstwhile OFB, DGQA, DGNAI, DGAQA, EME Workshop, MES, Indian Army/Navy/AF/PMF/BSF/CG/Agniveer having experience in relevant field.

ii. Age Limit :

Engagement beyond 65 years shall not be done as per the Government policy.

iii. Experience :

As shown in point 3 against each post. Any other technical/operational tasks assigned by the unit aligned with their expertise.

5. Terms of Appointment :

i) Duration :

- The initial contract will be for a period of one year, extendable by another year based on the performance and organizational needs.
- Extension beyond two years (post-superannuation) may be considered upto a maximum of three years, subject to review and justification of continued requirement.

6. Remuneration :

For Civilian Employees

(1) As per Department of Expenditure OM No 3-25/2020-E.IIIA dtd 09.12.2020, a fixed monthly amount will be admissible & calculated as follows :-

- a. Pay drawn at the time-of retirement minus basic pension.
- b. The remuneration so fixed will remain unchanged throughout the contract period, with no provision for annual increments or percentage increases.
- c. No additional allowance (e.g. HRA, DA etc) will be provided.
- d. The hired manpower might be required to travel outstation to other units and proof ranges. Their base station will be defined at the time of hiring and they will be entitled to claim travelling allowance equal to their last allowances drawn at the time of retirement, when travelling out of their base station.

For Ex-Serviceman Employees

- a. The remuneration at a fixed rate to be decided by CGM/HOU as per prevailing DGR minimum wage notification rates, based on the required skill set/Educational Qualification/retired grade and location of deployment

7. Leave

- a. Contractual appointees will be entitled to 12 days of leave in a calendar year with remuneration. Leave cannot be accumulated beyond the calendar year.

8. Termination :

- a. The AWEIL (SMALL ARMS FACTORY, KANPUR) may terminate the contract at any time without assigning a reason, with a 30-day notice period or remuneration in lieu thereof.
- b. The appointee may resign by providing 30 days' advance notice

9. Selection process :

- A walk in interview will be conducted to evaluate based on the experience, expertise & suitability.
- The interview may also include practical test, on need basis.

10. Confidentiality and Conduct :

- Appointee will be governed by the Official Secrets ACT-1923 & must not disclose any sensitive information acquired during their tenure.
- They shall not represent or provide opinions/advice contrary to the interests of the AWEIL or the Government of India.

Administrative Provisions

- a) **Working Hours :**
Normal working hours will be from as per the unit of posting @8 hrs a day and 6 days a week, with Flexibility to work beyond these hours or on holidays as per operational exigencies. No compensatory leave will be granted for such instances.
- b) **Tax Deduction :** TDS will be deducted from the monthly remuneration as applicable, and a TDS certificate will be issued upon request
- c) **Non-Reemployment Status :** Engagement under this policy will not be considered a case of re-employment

12. How to apply :

Interested and eligible candidates may submit their application in the prescribed format (Annexure-I) along with following documents,

- (i) Self-attested Copy of PPO and age proof.
- (ii) Technical Experience Certificate/Trade Equivalency Certificate issued from previous employer.
- (iii) Two extra photographs (self-attested on the back of the photographs).
- (iv) Copies of additional qualification and relevant experiences etc.
- (v) Copy of Aadhar Card.
- (vi) Discharge Card/Service Certificate.

Applications must be sent by Registered / Speed Post only.

Last date for receipt of application will be 15 days from the date of publication of this advertisement in Newspaper

The envelope must be marked as "Application for the recruitment of Retired Central Government Employee".

The Chief General Manager
Small Arms Factory
Kalpi Road , Kanpur
UP-208009

Applications received after the due date will not be considered.

13. General Instructions :

- Incomplete or unsigned applications shall be rejected.
- The department reserves the right to increase or decrease the number of vacancies or cancel the recruitment process without assigning any reasons.
- No TA/DA will be paid for attending interview.

Issued by:
(DINESH CHANDRA VERMA)
WORKS MANAGER
For CHIEF GENERAL MANAGER
SMALL ARMS FACTORY

Application for Appointment of retired Central Govt. Official on Contractual Basis in SAF**To be forwarded by Post**

(Advt No SAF/RETIRED/CONT.APPOINT/ESTT/2026 dtd. .02.2026)

To

Chief General Manager
Small Arms Factory
Kanpur,U.P.-208009

**Place for recent
Passport size
Photo of the
Applicant
(Self attested in
front) to be firmly
pasted (not stapled)**

(TO BE FILLED UP IN BLOCK LETTERS ONLY)**Application for the post of: _____**

01.	Name of the Applicant	
02.	Father's/Husband' s Name	
03.	Gender(Male/Female/Other)	
04.	Date of Birth	
05.	Category (SC/ST/OBC/GEN)	
06.	Service Category (Ret. Civilian/Ex-Servicemen)	
07.	Whether Person with Disability or Not, if yes please mention details	Yes/No.....
08.	Nationality	
09.	Complete postal address & pin code for communication	STATE: PIN:
10.	Mobile/Phone Number	(1) (2)
11.	E-mail ID (in block letters)	
12.	Date of superannuation/VRS	
13.	Name of the Mini./Dept./Office/Unit where retired from	
14.	Designation and Last Basic Pay/Pay Level at the time of Superannuation/VRS	

(Signature of the applicant)

15. Educational Qualification: (Enclose self attested photocopies of certificate/marksheets)

Examination	Subjects	Board/Council/ University	%/ Division	Month & Year

16. Experience as per eligibility criteria: (Enclose copies of Work Experience Certificates)

Name of the organization/ Institution Where worked And place	Name of the Post held	Period		Last Basic pay, Pay Level & Gross Pay Drawn	Nature of work
		From	To		

(Use separate sheet if space is inadequate)

17. PPO Number and date of the Pension Payment Order, or any other pension document:

.....(Please attach a copy of the document showing pension drawn by the applicant)

(Signature of the applicant)

18. Aadhar No. _____ (Copy of Aadhar needs to be attached)

19. Any other information you wish to add:

DECLARATION

I, _____ declare that I have read the advertisement carefully and I am eligible for the post applied as per details mentioned in the advertisement and the information furnished above is true and correct to the best of my knowledge and belief and no related information has been concealed. I am aware that if any of the above statements are found to be incorrect or false or any material information or particulars of relevance have been misstated, suppressed or omitted, I am liable to be disqualified for this tenure based contractual hiring and if appointed, my tenure based contractual hiring will be liable to be terminated.

Place:.....

Date:.....

(Signature of the applicant)

Full Name

Enclosure with Application:

- (i) Self-attested Copy of PPO and age proof.
- (ii) Technical Experience Certificate/Trade Equivalency Certificate issued from previous employer.
- (iii) Two extra photographs (self-attested on the back of the photographs).
- (iv) Copies of additional qualification and relevant experiences etc.
- (v) Copy of Aadhar Card.
- (vi) Discharge Card/Service Certificate.