

THE PUNJAB STATE FEDERATION OF COOPERATIVE SUGAR MILLS LTD.

Start Date of Online Submission of Applications – 04.06.2025

Last Date of Online Submission of Applications – 26.06.2025

Last Date of Deposit of Application Fee – 30.06.2025

Online applications are invited for filling up 166 posts of various **Group A, Group B and Group C Posts (Technical and General posts)** at Sugarfed Headquarters / Cooperative Sugar Mills in Punjab.

The candidates willing to apply should visit Sugarfed website i.e. sugarfed.pbrectt.in and click on vacancies for further details like, Vacancy Position, ONLINE Application form, Pay Scale, Eligibility Criteria, application fee and Terms & Conditions, etc.

In case of Technical Assistance / difficulty / enquiry regarding submission of ONLINE Application form candidates can send email at sugarfedrectt@gmail.com

Part A - Detail of vacant posts for Sugarfed Head Quarter at Mohali.

Sr. No.	Category & Group	No. of posts	Age	(Minimum Pay Admissible as per 7th CPC and Level	Qualifications & Experience
1.	General Manager (HQ) (Group A)	01 (Gen-01)	18-37 years	78800/- (level-12)	Bachelor's Degree in Engineering (Mechanical or Electrical or Electronics or Agricultural or Chemical) Or Bachelor's Degree in Technology Or Degree in Science with Post Graduate Diploma in Sugar Technology from the National Sugar institute, Kanpur or the Deccan Sugar Institute, Pune or the Guru Nanak Dev University, Amritsar. Or B.Sc. Agriculture Or Master Degree in Business Management with specialization in Finance. Or C.A. or I.C.W.A. Or M.Com with 10 years experience in Sugar Factory as Departmental Head i.e. in the capacity of Chief Engineer or Chief Cane Development Officer or Chief Chemist or Chief Accounts Officer appointed as Departmental Head. Or Bachelor's Degree in Engineering (Mechanical or Chemical or Electrical or Production) and Master Degree in Business Administration with 10 years experience in higher managerial capacity in a

					reputed public limited process Industry Or Officer of the Govt. of Punjab not below the rank of Class -I with 10 years Class -I service.
2.	Chief Engineer (Group A)	01 (Gen-01)	18-37 years	67700/- (level-11)	Degree in Mechanical or Electrical or Electronic Engineering with 10 years experience in the Sugar Factory of which not less than 3 years experience as Deputy Chief Engineer in a Sugar Factory.
3.	Manager (IT) (Group A)	01 (Gen-01)	18-37 years	47600/- (level-8)	B.E./B.Tech in Information Technology (IT)/Electronics and Communication (EC)/Computer Science (CS) degree and MBA degree or equivalent from a recognized University/ Institution with minimum of 50% marks in aggregate in each case and minimum experience of two (2) years in the field of information & Communication Technology. OR Master Degree in Computer Applications and MBA degree or equivalent from a recognized University/ Institution with minimum of 50% marks in aggregate in each case and minimum experience of four (4) years in the field of information & Communication Technology.
4.	Assistant Accounts Officer (Group B)	01 (Gen-01)	18-37 years	35400/- (level-6)	At least C.A. (Intermediate) or B.Com with 5 years experience.
5.	Information Technology Assistant (Group B)	04 (Gen-03) SC(M&B)-1	18-37 years	35400/- (level-6)	B.E./B.Tech (IT/CS) in Ist Division with at least one year experience in IT Sector. Or MSC (IT)/MCA in Ist Division with at least one year experience in IT Sector.
6.	Sr. Scale Stenographer (Group B)	01 (Gen-01)	18-37 years	35400/- (level-6)	No person shall be given direct appointment to the post of Senior Scale Stenographer under the Sugarfed unless he:- (i) Possesses the Bachelor's Degree from a recognized University or institution; and (ii) Qualifies in a stenography test in four paras (two in Punjabi and two in English Language) containing 250 words each as

					follows:- (a) the passage in Punjabi shall be dictated at a speed of 100 words per minute in Punjabi Language required to be transcribed these (at typewriter/computer) at a speed of 20 words per minute; and (b) the passage in English shall be dictated at a speed of 60 words per minute in English Language required to be transcribed these (at typewriter/computer) at the speed of 12 words per minute (iii) The candidates committing not more than 4% mistakes in aggregate and only if he/she qualifies the stenography test in both the languages shall be considered to have qualified the test for appointment as Senior Scale Stenographer. Knowledge of Punjabi upto Matric is compulsory. (iv) Possesses at least one hundred and twenty hours course with hands on experience in use of personal computer or information technology in office productivity application or Desktop publishing application from a Government recognized institution which is ISO 9001, certified OR Possesses a computer Information Technology Course equivalent to 'O' level Certificate of department of Electronics Accreditation of computer course (DOEACC) of Government of India.
7.	Senior Assistant (Group B)	01 (Gen-01)	18-37 years	35400/- (level-6)	No person shall be given direct appointment to the post of Senior Assistant under the Sugarfed unless he:- (i) Possesses the Bachelor's Degree from a recognized University or institution; and (ii) Qualifies in the competitive test specified by the appointing authority from time to time; and (iii) Possesses at least one hundred and twenty hours course with hands on experience in use of personal computer or information technology

					in office productivity application or Desktop publishing application from a Government recognized institution which is ISO 9001, certified. OR Possesses a computer Information Technology Course equivalent to 'O' level Certificate of department of Electronics' Accreditation of computer Courses (DOEACC) of Government of India. 2) The person so appointed as Senior Assistant in terms of the Provisions of sub-rule (1), shall have, before his appointment, qualified a test in Punjabi typewriting on Computer to be conducted by the Board or the appointing authority or the Department of Information Technology, as the case may be, at a speed of thirty words per minute: Provided that where appointment of Group 'B' non- Technical post is offered to a War Hero, who has been discharged from Defense Services or dependent member of his family under the instructions issued in this behalf by the Government, the educational qualifications to be possessed by such a person shall be Graduate from a recognized University or Institution. However, such person shall not be required to qualify the test in Punjabi typewriting as provided in sub-rule (2)".
8.	Clerk (Group C)	02 (Gen-01) SC(M&B)-1	18-37 years	19900/- (level-2)	1)The minimum educational and other qualification for direct appointment of clerk is Bachelor's degree from a recognized University and Possesses at least one hundred and twenty hours course with hands on experience in use of personal computer or information technology in office productivity applications or Desktop publishing applications from a Government recognized institution which is I.S.O 9001, certified or Possesses a computer Information

					Technology Course equivalent to "O" level Certificate of department of Electronics' Accreditation of computer Courses (DOEACC) of Government of India. (2)The Person so appointed as clerk in terms of sub rule (1), shall have to qualify a test in English and Punjabi type writing to be conducted by the Board or by the Appointing Authority at the speed of 30 words per minute with in a period of one year from the date of his/her appointment. (3) In case, the person fails to qualify the said test within the period specified in sub-Rule (2), he/she shall be allowed annual increment only with effect from the date, he qualified such test and he/she shall not be paid any arrears for the period for which he could not qualify the said test: Provided that where appointment to Group 'C' non- technical post is offered to a War Hero, who has been discharged from Defense Services or dependent member of his family under the instructions issued in this behalf by the Government, the educational qualifications to be possessed by such a person shall be Graduate from a recognized University or Institution. However, such person shall not be required to qualify the test in Punjabi typewriting as provided in sub-rule (2).
9.	Driver (Group C)	02 (Gen-01) SC(M&B)-1	18-37 years	19900/- (level-2)	(i) Matriculate or its equivalent, (ii) Knowledge of Punjabi (iii) Driving license for cars (iv) Experience of driving car for a minimum period of four years.
	Total Part A	14			

Part B - Detail of vacant posts in Common Cadre for Cooperative Sugar Mills in the State of Punjab.

Sr. No.	Category & Group	No. of posts	Age	(Minimum Pay Admissible as per 7 th CPC and Level)	Qualifications & Experience
1.	Dy. Chief Engineer (Group-B)	02 (Gen-01) SC(M&B)-1	18-37 years	47600/- (level-8)	Bachelor of Engineering or equivalent in Mechanical or Electrical or Electronics or Instrumentation or Production from a recognized University/ Institution. 5 Years experience as Assistant Engineer or equivalent level in the Sugar Industry.
2.	Dy. Chief Chemist (Group-B)	02 (Gen-01) SC(M&B)-1	18-37 years	47600/- (level-8)	M.Sc. with Post Graduate Diploma or equivalent in Sugar Technology from a Recognized University/ Institution OR Bachelor Degree or equivalent in Chemical Engineering from a Recognized University / Institution. 5 Years work experience as Manufacturing Chemist or Laboratory In-charge in a Sugar Industry.
3.	Dy. Cane Development Officer (Group-B)	02 (Gen-01) SC(M&B)-1	18-37 years	47600/- (level-8)	M.Sc. or B.Sc. Agriculture or equivalent from a recognized University/Institution. 5 years work experience as Assistant Cane Development Officer-cum-Technician in Bio-Lab or Tissue Culture Lab.
4.	Dy. Chief Accounts Officer (Group-B)	02 (Gen-01) SC(M&B)-1	18-37 years	47600/- (level-8)	Chartered Accountant or Cost Accountant or MBA in Finance or M.Com or equivalent from a recognized University/Institution. 5 years work experience as Assistant Accounts Officer or equivalent level in any Industrial/Commercial Organization.
5.	Assistant Engineer (Mech.) (Group-B)	22 SC(M&B) -3 SC(R&O) -2 SC Ex-S. Man -1 Gen -8 Gen (EWS) -2 Ex-S. Man -2 BC - 2 Handicapped-1 Freedom Fighter(as per backlog) -1 Total 22	18-37 years	35400/- (level-6)	Bachelor of Engineering or equivalent in Mechanical or Production from a recognized University/Institution. Assistant Engineer Mechanical will be on training for a period of one year.

6.	Assistant Engineer (Electrical) (Group-B)	07 SC(M&B) -1 SC(R&O)as per backlog -1 Gen - 4 Ex-S. Man as per backlog -1 Total <u>7</u>	18-37 years	35400/- (level-6)	Bachelor of Engineering or equivalent in Electrical/Electronics from a recognized University/ Institution. Assistant. Engineer Electrical will be on training for a period of one year.
7.	Instrument Engineer (Group-B)	06 SC(R&O) - 1 Gen- 4 Ex-S. Man as per backlog-1 Total <u>6</u>	18-37 years	35400/- (level-6)	Bachelor of Engineering or equivalent in Instrumentation or Electronics from a Recognized University/ Institution. Assistant Engineer Instrumentation will be on training for a period of 1 year.
8.	Assistant Engineer (Civil) (Group-B)	02 (Gen-01) SC(M&B)-1	18-37 years	35400/- (level-6)	Bachelor of Engineering or equivalent in Civil from a recognized University/ Institution. Assistant Engineer Civil will be on training for a period of 1 year.
9.	Manufacturing Chemist & Lab In-charge (Group-B)	35 SC(M&B) -5 SC(R&O) -3 SC(R&O) as per backlog-1 SC Ex-S. Man - 1 Gen -12 Gen (EWS) -2 Ex-S. Man (as per backlog) - 4 BC - 3 Handicapped (as per backlog) -1 Freedom Fighter (as per backlog) - 2 Sports - <u>1</u> Total <u>35</u>	18-37 years	35400/- (level-6)	B.Sc. with Post Graduate Diploma or equivalent in Sugar Technology from a Recognized University /Institution OR Bachelor Degree or equivalent in Chemical Engineering from a Recognized University/ Institution. Manufacturing Chemist-cum-Lab. In-charge will be on training for a period of one year.
10.	Assistant Cane Development Officer and Technician	09 SC(M&B) -2 SC(R&O) -1 Gen -3	18-37 years	35400/- (level-6)	M.Sc. or B.Sc. (Agriculture) or equivalent from a recognized University/ Institution. Assistant Cane Development Officer-cum-Technician will be on training for a period

	(Group-B)	Ex-S. Man -1 BC - 1 Sports-1 Total -2			of one year.
11.	Assistant Accounts Officer and Assistant Accounts Officer (Cane) (Group-B)	12 SC(M&B) -2 SC(R&O) as per backlog-1 Gen -5 Gen (EWS) -1 Ex-S. Man - 1 BC - 1 Handicapped-1 Total-12	18-37 years	35400/- (level-6)	M. Com or B.Com or equivalent from a recognized University/Institution. Assistant Accounts Officer will be on training for a period of one year.
12.	Labour Welfare Officer (Group-B)	07 SC(M&B) -1 SC(R&O) -1 Gen -4 Ex-S. Man-1 Total 7	18-37 years	35400/- (level-6)	Bachelor Degree from recognized University/ Institution. with a) Post Graduate Diploma in Personnel Management and Labour Welfare or b) Post Graduate Diploma in Personnel Management and Industrial Relations or c) Post Graduate Diploma in Social Science OR ii. Degree of Master of Business Administration with Human Resources Management from any University/Institution duly approved by University Grant Commission (UGC) 3 years experience relevant to the qualification. Note: Punjabi up to Matric standard shall be compulsory
	Total Part (B)	108			

Part C - Detail of vacant posts in Non Common Cadre for Cooperative Sugar Mills in the State of Pb.

Sr. No.	Name of Cooperative Sugar Mills	Category & Group	No. of posts	Age	(Minimum Pay Admissible as per 7 th CPC and Level	Qualifications & Experience
1.	Ajnala Cooperative Sugar Mills	Inspector (Sup-C) in Cane Section (Group-C)	1 (Gen-1)	18-45 Years	25500 (Level-4)	B.Sc Agriculture person with experience can be given higher initial start.
2.		Electrician (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Electronics Trade with 5 year exp. in Sugar Factory.
3.		Security Inspector (Clerical Grade III) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	An Ex-serviceman. Non-Commissioned Officer.
4.		Driver (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	Possessing requisite driving license with minimum 5 yrs exp.
5.		Fitter-I (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Fitter Trade with 5 year exp. in Sugar Factory.
1.	Budhewal Cooperative Sugar Mills	Inspector (Sup-C) in Cane Section (Group-C)	1 (Gen-1)	18-45 Years	25500 (Level-4)	B.Sc Agriculture person with experience can be given higher initial start.
2.		Electrician (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Electronics Trade with 5 year exp. in Sugar Factory
3.		Security Inspector (Clerical Grade III) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	An Ex-serviceman. Non-Commissioned Officer.
1.	Batala Cooperative Sugar Mills	Inspector (Sup-C) in Cane Section (Group-C)	1 (Gen-1)	18-45 Years	25500 (Level-4)	B.Sc Agriculture person with experience can be given higher initial start.
2.		Electrician (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Electronics Trade with 5 year exp. in Sugar Factory
3.		Security Inspector (Clerical Grade III) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	An Ex-serviceman. Non-Commissioned Officer.
4.		Driver (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	Possessing requisite driving license with minimum 5 yrs exp.
5.		Fitter-I (Boiling House) (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Fitter Trade with 5 year exp. in Sugar Factory in Boiling House station
6.		Welder-I (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Welder Trade , Electric and Gas Welding and Cutting exp in Sugar Factory or fabrication Shop (5 Years)
7.		Turner I (Skilled-B) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Turner Trade with 5 years exp. in Sugar Factory workshop or machine shop. .

1.	Bhogpur Cooperative Sugar Mills	Inspector (Sup-C) in Cane Section (Group-C)	1 (Gen-1)	18-45 Years	25500 (Level-4)	B.Sc Agriculture person with experience can be given higher initial start.
2.		Electrician (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Electronics Trade with 5 year exp. in Sugar Factory
3.		Security Inspector (Clerical Grade III) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	An Ex-serviceman. Non- Commissioned Officer.
4.		Driver (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	Possessing requisite driving license with minimum 5 yrs exp.
5.		Fitter-I (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Fitter Trade with 5 year exp. in Sugar Factory.
6.		Turner II-cum- Machinist (Skilled-B) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Turner Trade with 3 years exp. in Sugar Factory workshop or machine shop.
7.		Time Keeper -Cum-.PF Clerk (Grade-III) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	Graduate with 2 yrs. exp. as Clerk
8.		Welder-2 (Skilled-B) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Welder Trade , Electric and Gas Welding and Cutting exp in Sugar Factory or fabrication Shop (3 Years)
1.	Fazilka Cooperative Sugar Mills	Inspector (Sup-C) in Cane Section (Group-C)	1 (Gen-1)	18-45 Years	25500 (Level-4)	B.Sc Agriculture person with experience can be given higher initial start.
2.		Electrician (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Electronics Trade with 5 year exp. in Sugar Factory
3.		Security Inspector (Clerical Grade III) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	An Ex-serviceman. Non- Commissioned Officer.
4.		Driver (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	Possessing requisite driving license with minimum 5 yrs exp.
5.		Fitter-I (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Fitter Trade with 5 year exp. in Sugar Factory.
1.	Gurdaspur Cooperative Sugar Mills	Inspector (Sup-C) in Cane Section (Group-C)	1 (Gen-1)	18-45 Years	25500 (Level-4)	B.Sc Agriculture person with experience can be given higher initial start.
2.		Security Inspector (Clerical Grade III) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	An Ex-serviceman. Non- Commissioned Officer.
3.		Cane Clerk (Clerical Grade IV) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	Graduate preferably in Commerce.

1.	Morinda Cooperative Sugar Mills	Inspector (Sup-C) in Cane Section (Group-C)	1 (Gen-1)	18-45 Years	25500 (Level-4)	B.Sc Agriculture person with experience can be given higher initial start.
2.		Electrician (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Electronics Trade with 5 year exp. in Sugar Factory
3.		Security Inspector (Clerical Grade III) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	An Ex-serviceman. Non-Commissioned Officer.
1.	Nakodar Cooperative Sugar Mills	Inspector (Sup-C) in Cane Section (Group-C)	1 (Gen-1)	18-45 Years	25500 (Level-4)	B.Sc Agriculture person with experience can be given higher initial start.
2.		Electrician (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Electronics Trade with 5 year exp. in Sugar Factory
3.		Security Inspector (Clerical Grade III) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	An Ex-serviceman. Non-Commissioned Officer.
4.		Accounts Clerk (Clerical Grade-III) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	B.Com with 2 years exp.
5.		Welder-2 (Skilled-B) Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Welder Trade, Electric and Gas Welding and Cutting exp in Sugar Factory or fabrication Shop (3 Years).
1.	Nawanshahr Cooperative Sugar Mills	Inspector (Sup-C) in Cane Section (Group-C)	1 (Gen-1)	18-45 Years	25500 (Level-4)	B.Sc Agriculture person with experience can be given higher initial start.
2.		Electrician (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Electronics Trade with 5 year exp. in Sugar Factory
3.		Security Inspector (Clerical Grade III) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	An Ex-serviceman. Non-Commissioned Officer.
4.		Fitter-I (Skilled-A) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Fitter Trade with 5 years exp. in Sugar Factory.
5.		Turner II-cum-Machinist (Skilled-B) (Group-C)	1 (Gen-1)	18-45 Years	19900 (Level-2)	ITI in Turner Trade with 3 years exp. in Sugar Factory workshop or machine shop.
	Total Part C		44			

Information for the Candidates

1. General Conditions and other related provisions for Direct Recruitment :-

- 1.1 The Punjab State Federation of Cooperative Sugar Mills Ltd. is the Apex Cooperative Institution under the administrative control of Department of Cooperation, Government of Punjab.

- 1.2 The vacancies may increase/decrease at the discretion of the management. It is to clarify that appointment for selected candidate/candidates may be or may not be issued at any point of time as per requirement.
- 1.3 The selected candidate will be governed by Service Rules/Standing orders of the Sugarfed, Punjab and/or respective laws and related provisions as applicable.
- (i) For the posts at **Part-A** Sr. No. 1 to 9, the selected candidates are required to be stationed at Sugarfed Head Quarter, Mohali.
- (ii) For the posts at **Part-B** Sr. No. 1 to 12, the selected candidates are required to be stationed at various units/Cooperative Sugar Mills of Punjab State Federation of Cooperative Sugar Mills Ltd. However, he/she can be transferred at any other place /anywhere at the discretion of the management.
- (iii) For the posts at **Part C** Sr. No. 1 to 5 (Ajnala CSM), Sr. No. 1 to 3 (Budhewal CSM), Sr. No. 1 to 7 (Batala CSM), Sr. No. 1 to 8 (Bhogpur CSM), Sr. No. 1 to 5 (Fazilka CSM), Sr. No. 1 to 3 (Gurdaspur CSM), Sr. No. 1 to 3 (Morinda CSM), Sr. No. 1 to 5 (Nakodar CSM) and Sr. No. 1 to 5 (Nawanshahr CSM) , the selected candidate are required to be stationed at various units/Cooperative Sugar Mills of Punjab State Federation of Cooperative Sugar Mills Ltd.
- 1.4 The applicant who has given/taken dowry is not entitled for appointment. The candidate if married is required to submit an affidavit in prescribed format that he has not given/taken dowry. The affidavit will be submitted by the selected candidate within 15 days of receipt of information regarding selection.

2. Pay Pattern and Other Benefits :-

- 2.1 Level of Pay scale is mentioned against the Post. The pay pattern as applicable in the Sugarfed, Punjab is prescribed against each vacancy which is subject to final approval of Govt. of Punjab, Department of Finance. This Level of Pay scale may either increase or decrease.
- 2.2 Gratuity as per payment of Gratuity Act and Provident Fund as per Provident Fund Act.

3. Age Limit:-

- For the posts mentioned in Part A, B and C- Age of candidate belonging to any category should not be less than 18 years as per concerned service Rules.
- For the posts mentioned in Part A and B- Upper age limit of General Category candidate should not be more than 37 years as per concerned service Rules.

For the posts mentioned in Part C- Upper age limit of General Category candidate should not be more than 45 years as per Mill's cadre service Rules.

- For the posts mentioned in Part A and B- Maximum upper age limit of Schedule Caste and Backward Class candidates residing in the State of Punjab will be 40 years.
- For the posts mentioned in Part A and B- Maximum age limit while giving relaxation in the upper age limit for the employees of State and Central Government will be 40 years.

- For the posts mentioned in Part A, B and C - In the case of Ex-servicemen residing in the State of Punjab, the upper age limit will be according to the amendments made from time to time in the Punjab Recruitment of Ex- servicemen Rules 1982. This upper age limit is the remaining age after deducting the period of service in the army from his age. If the remaining age does not exceed the upper age limit of the post by more than 3 years as per the service rules, then he will be considered to have fulfilled the conditions of the upper age limit.
- For the posts mentioned in Part A and B- Maximum upper age limit for handicapped persons residing in the State of Punjab will be 45 years.
- For the posts mentioned in Part A and B-The upper age limit for widows, divorcees and certain other categories of married women as per instructions issued by the Government of Punjab vide letter No.1/50/83-5PP(1368)/3454dated 23.04.1984 will be relaxed upto 40 years.
- *Govt. servants must submit their applications online by the prescribed date. However, they will be considered for selection only if their applications are received through proper channel with "No objection certificate" from the concerned department is furnished on or before the selection process.*

4. **Qualification**:-Educational Qualification and Required experience is indicated against each post. The Qualification of Punjabi upto Matric Standard for direct recruitment shall be essential. However, the candidates who have not passed Punjabi upto Matric Standard shall be allowed to appear for the Examination without the pre condition of having passed Punjabi Language upto Matriculation level but it would be mandatory for such candidates to clear Punjabi language test during the probation period of three years. During the probation of three years, the selected candidate will be paid only minimum basic pay as per 7th CPC. The applicant must have acquired the prescribed degree on REGULAR BASIS only from a recognised Board/University.

5. **Reservation**:-The application of reservation is indicated specifically against each post. *Reservation which includes women reservation also shall be as per policy / instructions of the Govt. of Punjab. It shall include the candidates of:-SC/ST/BC/Physically handicapped /Ex-Serviceman/Lineal Descendents of Ex-Serviceman/Wards of Freedom Fighter and Sports person. Sports person seeking reservation under sports quota should apply with sports gradation certificate issued by Director Sports, Punjab as per latest instructions of Govt. of Punjab. The applicants including women reservation of SC/ST/BC/Physically handicapped /Ex-Serviceman/Lineal Descendents of Ex-Serviceman/Wards of Freedom Fighter and Sports person category of States, other than Punjab will be considered under Un-Reserved (UR) category.*

6. **Mode of Selection** :-

Written Test, however the management may adopt any other appropriate methodology for short listing of candidates for all the posts.

7. **Details of Written test for the posts** -

7.1 The selection for the post will be on the basis of merit in the Written Test. *In the case of two or more candidates obtaining equal marks in the written test, the candidate older in age shall be placed higher in the order of merit.*

7.2 The question paper will be of Total 100 Marks of 02 hours. There will be 100 MCQ (Multiple Choice Question) type questions of one mark each. The pattern of Question paper will be as follow:

Sr. No.	Post(s)	Components						
		Eng.	G.K.	Mental Apt.	Arithmetic	Accounts	Computer Proficiency	Qualification Based
1	General Manager (HQ)	10	15	15	--	10	10	40 Qual.Based (Mgt & Sugar Tech.)
2	Chief Engineer/ Dy. Chief Engineer	10	15	15	--	--	10	50 :Qual. based
3	Manager IT	10	15	15	--	--	--	60 on IT and Mgt
4	IT Assistant	10	15	15	--	--	--	60 on IT
5	AAO/Dy. CAO/ AAO(Cane)/ A/c.Clerk (Nakodar)	10	15	15	--	50	10	--
6	Sr. Scale Stenographer/ Senior Assistant /Clerk/Inspector (in cane Section)/ Security Inspector/ Time Keeper/Cane-Clerk	20	20	20	20	--	20	--
7	Driver	10	15	15	15 (First Aid)	30 Motor Vehicle Act/Traffic Rules Signs	15 Motor Repair Maintenance	--
8	Dy. Chief Chemist Manufacturing Chemist & Lab Incharge	10	15	15	--	--	10	50 Qual. based and S. Cane Tech.
9	Dy. Chief Cane Dev. Officer/ Asstt. Cane Dev. Officer/ Technician	10	15	15	--	--	10	50 Agri. & S. Cane Tech.
10	Assistant Engineer (Mechanical)	10	15	15	--	--	10	50 Mechanical/ Production Engr.
11	Assistant Engineer (Electrical)	10	15	15	--	--	10	50 Electrical/ Electronics
12	Instrument Engineer	10	15	15	--	--	10	50 instrumentation/ Electronics
13	Assistant Engineer (Civil)	10	15	15	--	--	10	50 on Civil Engr.
14	Labour Welfare Officer	10	15	15	--	--	10	50 H.R. & Labour Welfare
15	Electrician	10	15	15	10	--	10	40 Trade Related
16	Fitter	10	15	15	10	--	10	40 Trade Related
17	Welder	10	15	15	10	--	10	40 Trade Related
18	Turner/Turner-cum-Mechanist	10	15	15	10	--	10	40 Trade Related

- 7.3 Medium of Exam will be **English** only **except** for the post of **Driver** (sr.no.7 medium will be **Eng. & Punjabi**).
- 7.4 Centre of Examination will be at **Chandigarh**.
- 7.5 There will be 4 options for each question as A, B, C, D. The candidate has to choose only one correct option. One mark will be awarded for every correct answer.
- 7.6 There will be **Negative Marking; 0.25 marks** will be deducted for every wrong answer.
- 7.7 The minimum qualifying marks for candidates to all categories shall be 35% of total marks of the written test.

8. Application Fee (Non Refundable):-

The application fees shall be deposited online as per detail given below:-

- | | |
|--|---------------------|
| • General Category/Freedom Fighter/Sports | - Rs. 1000/- |
| • SC/BC/EWS | - Rs. 250/- |
| • Ex-Serviceman & Dependent | - Rs. 200/- |
| • Physically Handicapped | - Rs. 500/- |

9. How to Apply:-

- 9.1 The aspiring candidate must see and understand full details of the advertisement before filling up format of application. The details about vacancies have been elaborately placed above.
- 9.2 The Application Form will be filled-in through ONLINE Portal sugarfed.pbrectt.in. Thereafter, candidate is required to get the print out of the application form for the record and this will be produced by the successful candidates at the time of counselling.
10. Details about the counselling dates and Venue will be notified later on the website.
11. Travelling Expenses will not be admissible to the candidates for journey for appearing in Written Test or to appear for counselling.
12. Candidates should take utmost care to furnish the correct details while filling in the online application. Any mistake committed by the candidate shall be his/her sole responsibility.
13. Mere applying and satisfying the essential/ minimum qualification required for a post does not entitle the candidate any right of appointment.
14. Jurisdiction for all legal issue will be Chandigarh/ Mohali only.