

ANDREW YULE & COMPANY LIMITED
(A Government of India Enterprise)
8, Dr.Rajendra Prasad Sarani, Kolkata-700 001
CIN - L63090WB1919GOI003229
[Recruitment Advertisement No. 2025/10/01]

THE COMPANY:

Andrew Yule & Company Limited (AYCL) is engaged in the manufacture, sales and servicing of various industrial products like Transformers, industrial fans etc. The Company also has fifteen tea gardens under its control. AYCL became a Government of India Enterprise in 1979. The Company today is a multi-product, multi-unit Company having three Operating Divisions namely, Engineering, Electrical and Tea Division.

Applications are hereby invited from suitable candidates for the following post on Contractual Basis in Tea Division of the Company. Candidates having requisite qualification and experience as indicated below may apply accordingly:

Sl. No.	Position & Period	Location & No of Post	Qualification Required	Min. Post Qualification Exp.	Gross Consolidated Pay & Allowance	Max Age (Yrs.)
2025 /10/ 01	Assistant Manager – in contractual basis for 5 years) Equivalent Grade- E1	Assam and West Bengal gardens 07 posts	Graduates in Plantation Management /Engineering / Agriculture / Bio-Science / Science / Arts / Commerce. Preferably with post-graduate Degree / Diploma (2 years) in HR / Personnel Management / Graduate Degree / Diploma in Management / Agriculture Science.	3 years post qualification experience in Tea Sector (Plantation, Factory)	Consolidated sum of approximately Rs. 0.60 lakh per month inclusive of applicable DA plus conveyance and mobile as per rule	Max 32

ELIGIBILITY CRITERIA:

1. Assistant Manager on Contractual basis for 05 (five) years in Grade equivalent to E-1:

The candidate should be **Graduates** in Plantation Management /Engineering / Agriculture / Bio-Science / Science / Arts / Commerce. **Preferably** with post-graduate Degree / Diploma (2 years) in HR / Personnel Management / Graduate Degree / Diploma in Management / Agriculture Science. Minimum 3 years post qualification experience in Tea Plantation is required. Appointment will be on Contractual basis for an initial period of 05 years which could be renewed thereafter for a further period based on performance and need of the Company.

Job Description:

FIELD

1. Planning work programme
2. Ensuring deployment as per Task
3. Supervision of quality of job
4. Ensuring productivity

5. Keeping plantation pest & disease free
6. Soil testing and corrective measures
7. Infilling / Land preparation / Replanting
8. Raising Nursery – Tea / Shade
9. Liaison with various Authorities pertaining to field operations
10. Timely submission of periodic reports / statements and record keeping
11. Implementation of various Certification Standard norms
12. Adopt cost control measures

FACTORY

1. Green Leaf management in Withering Troughs
2. Manufacturing, Sorting, Packing, Despatch as per Company's advice
3. Quality control and proper grading
4. Maintenance of machineries
5. Optimum output of self-power generation
6. Maintenance of cargo fleet
7. Timely submission of periodic reports / statements and record keeping
8. Liaison with various Authorities pertaining to factory operations
9. Implementation of various Certification Standard norms
10. Adopt cost control measures

Approximate CTC:

Rs. 8.72 lakh- including, conveyance, mobile reimbursement as applicable for equivalent Grade E1 and PF contribution & Gratuity as per Act:

The consolidated sum of Rs 60720/- per month(approx.) inclusive of applicable DA will be paid. The consolidated pay will have the provision of increase of 3% on Basic pay on year to year basis subject to satisfactory performance. However, at the time of disbursement of consolidated pay, quarterly change in DA will be admissible. The DA will be on IDA pattern and will be revised quarterly. The incumbent will be entitled to other allowance/benefits including Conveyance and mobile reimbursement as per rule of the company. PF & Gratuity will be paid as per applicable Acts. For employees posted in Tea Gardens in place of HRA accommodation will be provided as applicable for permanent employees in equivalent grade. Apart from the above the incumbent will not be entitled to any other allowances, benefits and reimbursements as are enjoyed by employees in the regular employment of the Company. In case the candidate is required to undertake an official tour for the said assignment, the expenses incurred for the said tour, will be reimbursed at actuals, as per Travelling & Daily Allowance Rule applicable for employees in equivalent Grade subject to approval of the Competent Authority. Applicable deduction like employee contribution to PF and taxes will be deducted as applicable.

How to Apply:

- a. Candidates satisfying the conditions of eligibility criteria shall apply on-line through the Company's website www.andrewyule.com -> career opportunity -> online submission of application-> Advt. No. 2025/10/01-> Apply Now.
- b. No other mode of submission of application is allowed.
- c. Before applying on-line, a candidate must have a PAN /Aadhaar card, an active email ID and a mobile phone number which must remain valid for at-least a twelve-month period for future communication (including issue of call letters).
- d. The candidate should have scanned copy of Latest passport size photograph in JPG/JPEG format (size not exceeding 1 MB) ready for uploading before applying on-line.
- e. Queries, if any, may be addressed to the following e-mail id pna@andrewyule.com.

- f. AYCL shall not be responsible, if candidates fill up their details wrongly and consequently their application is rejected.

Other Conditions:

- (i) This is not a regular employment and does not entitle any privilege or benefit of regular employment. It is only a contractual employment on fixed term basis.
- (ii) At no point, the claim for regular employment shall be entertained.
- (iii) The tenure of appointment is initially for a period of 05 (Five) years and will be terminated automatically after expiry of 05 (Five) Years. However, the period of contractual engagement can be reduced/ terminated at any time due to unsatisfactory performance of the individual.
- (iv) The contract may be renewed at the discretion of the Management based on satisfactory performance of the candidate and subsequent requirement of the Company.
- (v) Monthly consolidated remuneration only will be paid during the period of the contract. Applicable taxes will be deducted as applicable.
- (vi) The date of determining the upper age limit, qualification and experience shall be the date of publishing of advertisement.
- (vii) Reservation for SC/ST/OBC/minority/differently-abled persons/EWS applies as per guidelines of the Union Government.
- (viii) Documents in support of experience, qualification etc. is required to be produced in original for verification at the time of interview. If any of the documents are not produced by the Candidate at the time of interview for verification and ascertaining their eligibility, then he or she will not be allowed to appear for the interview.
- (ix) Candidate will not be provided TA/DA for attending the interview.
- (x) The Company reserves the right to shortlist the candidates based on parameters decided by the Company and no clarification in this regard will be entertained at any stage.
- (xi) The Company reserves the right to cancel the entire recruitment process at any time without assigning any reason whatsoever.
- (xii) No correspondence will be entertained with the candidates not selected for interview.
- (xiii) Misrepresentation or falsification of facts detected at any stage of the selection process or instances of misconduct/misbehaviour at any stage during selection shall result in cancellation of candidature without any notice and no correspondence in this regard shall be entertained.
- (xiv) The candidates meeting the eligibility criteria need only apply. The candidates will be required to produce the original documents in support of qualification, experience and age at the time of interview.
- (xv) The candidates working with Govt. Departments, statutory corporations, Public Sector Enterprises should apply strictly through proper channel and must enclose a No Objection Certificate while sending the Application. The No Objection Certificate may

also be produced before the interview, if not enclosed with the Application. However, in the event of difficulty, they may apply directly and produce the relieving order from their Organization in the event of selection.

- (xvi) Applications that are incomplete or are not in the prescribed format, or not legible, shall be summarily rejected without assigning any reason and no correspondence in this regard shall be entertained.
- (xvii) Company takes no responsibility to collect any certificate/ documents sent separately.
- (xviii) Candidates are advised to carefully read the full advertisement for details of eligibility criteria before submission of application. Multiple applications from the same person against a post are not permitted and such applications are liable to be rejected.
- (xix) Mere submission of application and fulfilling the eligibility criteria gives no right to appear for interview and/or employment. The management reserves the right to short list the candidates for Interview. No correspondence shall be entertained about the outcome of the application.
- (xx) The candidate fulfilling the criteria should submit only one application against his or her name. Management reserves the right to select the candidate in the post mentioned above.
- (xxi) Selection of candidates will be through interview/any other method as may be decided by the Management.
- (xxii) The company reserves the right to reject all or any of the applications received without assigning any reason thereof.
- (xxiii) The Company reserves the right to relax (enhance) the maximum age limit for outstanding candidates depending on the need.
- (xxiv) Circumstances warranting, the incumbent may be selected at a Grade one step below.
- (xxv) The selected candidates may be transferred and placed anywhere in India and transfer is a service condition.
- (xxvi) Any update, corrigendum etc. of this advertisement shall be posted at Company's website - www.andrewyule.com only. Hence candidates are requested to regularly check the website.
- (xxvii) The number of vacancies is indicative. The company reserves the right to increase or decrease the number of vacancies purely on need basis at any point of time.
- (xxviii) Panel may be drawn from the recruitment process which will be valid for one year and it may be used to fill up vacancies arising subsequently in the said posts. This is only indicative.
- (xxix) The email id and mobile number given in the application form will be used for further communication in this regard.
- (xxx) Any dispute with regard to the recruitment against this advertisement shall be under the legal jurisdiction of Kolkata (West Bengal) only.

Interested candidates may apply online through the link given in the website www.andrewyule.com on or before December 15, 2025

Important Dates:

- 1) Opening date of application : November 25, 2025
- 2) Last date of receipt of application : December 15, 2025