Rashtriya Chemicals and Fertilizers Limited

(A Government of India Undertaking)

(Navratna Company)

Priyadarshini Building, Eastern Express Highway, Sion, Mumbai – 400022

Email id: apprentice2026@rcfltd.com

Rashtriya Chemicals and Fertilizers Limited (RCF Ltd.) is a leading profit-making Public Sector Enterprise (Administration of the company under MOU) engaged in the manufacturing and marketing of fertilizers and industrial chemicals. The Company has an annual revenue from operations of approximately ₹18,690.90 crore. In recognition of its outstanding performance and operational excellence, RCF Ltd. was accorded the prestigious "Navratna" status by the Government of India in August 2023. RCF Ltd. operates two manufacturing units in Maharashtra, located at Thal (District Raigad) and Trombay (Chembur, Mumbai), supported by a nationwide marketing network. The Company offers excellent career growth opportunities, a professional work environment, and continuous learning and development for its employees.

Applications are invited for engagement of a total **326 GRADUATE APPRENTICE / TECHNICIAN APPRENTICE / TRADE APPRENTICE** under the Apprentices Act, 1961, (as amended from time to time) for training at Trombay, Mumbai & Thal, Raigad, District.

NUMBER OF POST/POSITIONS AVAILABLE, EDUCATIONAL QUALIFICATION & DURATION OF TRAINING IS AS UNDER:

Table A: GRADUATE APPRENTICE

Sr. No.	Area Of Training	Educational Qualification Required	Upper Age limit as on 01.09.2026	Minimum percentage of marks required*	Duration of Training	No. of Apprentices to be engaged		Total Apprentices
						Trombay	Thal	
1	Accounts Executive	B.Com, BBA/Graduation with Economics , Basic English and Computer operation knowledge is essential	25	50	12 Months	25	25	50
2	Secretarial Assistant	Any Graduate, Basic English and Computer operation knowledge is essential	25	50	12 Months	35	25	60
3	Recruitment Executive (HR)	Any Graduate, Basic English and Computer operation knowledge is essential	25	50	12 Months	20	15	35
Total						80	65	145

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Table B: TECHNICIAN APPRENTICE

Sr. No.	Area Of Training	Educational Qualification Required	Upper Age limit as on 01.09.2026	Minimum percentage of marks required*	Duration of Training	No. of Apprentices to be engaged		Total Apprentices
						Trombay	Thal	
1	Diploma Chemical	Diploma in Chemical Engineering	25	50	12 Months	10	10	20
2	Diploma Civil	Diploma in Civil Engineering	25	50	12 Months	09	06	15
3	Diploma Computer	Diploma in Computer Engineering	25	50	12 Months	05	05	10
4	Diploma Electrical	Diploma in Electrical Engineering	25	50	12 Months	10	10	20
5	Diploma Instrumentation	Diploma in Instrumentation Engineering	25	50	12 Months	10	10	20
6	Diploma Mechanical	Diploma in Mechanical Engineering	25	50	12 Months	10	10	20
Total						54	51	105

Table C: TRADE APPRENTICE

Sr. No.	Area Of Training	Educational Qualification Required	Upper Age limit as on 01.09.2026	Minimum percentage of marks required*	Duration of Training	No. of Apprentices to be engaged		Total Apprentices
						Trombay	Thal	
1	Attendant Operator (Chemical Plant)	Passed B.Sc. with Physics, Chemistry and Mathematics (Chemistry as a major subject).	25	50	12 Months	35	15	50
2	Instrument Mechanic (Chemical Plant)	Passed B.Sc. with Physics, Chemistry and Mathematics (Physics as a major subject).	25	50	12 Months	02	02	04
3	Laboratory Assistant (Chemical Plant)	Passed B.Sc. with Physics, Chemistry and Mathematic (Chemistry as a major subject).	25	50	12 Months	02	04	06

4	Boiler Attendant	Passed 12th class examination with Science under 10+2 system of education	25	50	24 Months	01	01	02
5	Electrician	Passed 12th class examination with Science under 10+2 system of education or its equivalent.	25	50	24 Months	01	05	06
6	Horticulture Assistant	Passed 12th class examination under 10+2 system or its equivalent.	25	50	24 Months	02	04	06
7	Medical Laboratory Technician (Pathology)	Passed 12th class examination with Science under 10+2 system of education	25	50	15 Months	00	02	02
Total						**43**	**33**	**76**
Grand Total						**177**	**149**	**326**

*A relaxation of 5% marks in the final selection criteria may be provided to candidates belonging to the SC/ST and PwBD categories, as per the applicable Government guidelines and reservation policy.

Note: The above-mentioned area of training and numbers of posts are indicative and subject to change without prior notice. The decision of the management will be final and no appeal will be entertained.

IMPORTANT NOTE: THE COMPANY SHALL HAVE NO OBLIGATION TO OFFER REGULAR EMPLOYMENT TO ANY APPRENTICES UPON COMPLETION OF THE APPRENTICHIP TRAINING. THE APPRENTICES SHALL HAVE NO RIGHT OR CLAIM TO REGULAR EMPLOYMENT WITH THE COMPANY BASED ON THIS APPRENTICESHIP AT ANY STAGE. THIS APPRENTICESHIP SHALL NOT CREATE ANY LIABILITY OR OBLIGATION ON THE PART OF RASHTRIYA CHEMICALS AND FERTILIZERS LIMITED. TO PROVIDE ANY JOB OR EMPLOYMENT TO THE APPRENTICE DURING OR AFTER THE COMPLETION OF THE APPRENTICESHIP PERIOD.

RESERVATION POSITION:

The overall reservation for engaging apprentices in all categories is as given below:

SC	ST	OBC (NCL)	EWS	Unreserved	Total
32	29	88	32	145	326

CONCESSIONS AND RELAXATIONS:

1) Reservation of posts for SC/ST/OBC (Non-Creamy Layer)/EWS candidates will be as per Govt. directives/Guideline.
2) A relaxation of 5% marks in the final selection criteria may be provided to candidates belonging to the SC/ST and PwBD categories, as per the applicable Government guidelines and reservation policy.
3) Age Relaxation as per below:

Sr. No.	Particulars	Age Relaxation
1	SC/ST candidates	5 Years
2	OBC	3 Years
3	PwBD	10 Years
4	Children/Family members of the victims of 1984 riots	5 Years

ELIGIBILITY:

1) The Candidate should not be less than eighteen years (18) of age as on 01.09.2026.

2) The prescribed qualification shall be from a recognized University / Institute and as a regular full time course.

3) Allied Branches of Diploma in Engineering are not applicable/acceptable.

4) Candidates who have completed Act Apprentice training or job experience for a period of one year or more or are pursuing higher studies shall not be eligible.

5) The candidate should have the passing certificate/ final year mark sheet of the required qualification as on after 01.07.2023 the minimum percentage should be of the final year or the aggregate of last two semesters.

6) The Date of passing of the Final Qualifying examination for Apprenticeship (as per the eligibility criteria mentioned in this advertisement) should be **greater than or equal to 01.07.2023** (i.e. as on or after 01.07.2023).

7) Applicants possessing a **B.Sc** with **Chemistry, Physics, and Mathematics** as subjects shall be considered only for **Attendant Operator (Chemical Plant) (AOCP)** and **Laboratory Assistant (Chemical Plant) (LACP)** trades under **RDSDE** scheme. **Chemistry must be the major subject** in the qualifying degree.

8) Applicants possessing B.Sc with Chemistry, Physics and Mathematics as subjects shall be considered only for the **Instrument Mechanic (Chemical Plant) (IMCP)** trade under RDSDE scheme. **Physics must be the major subject** in the qualifying degree.

9) In case of candidates having Biology in their Graduation degree with only Zoology or only Botany, they may apply as Graduate Apprentices in the area training mentioned in Table A i.e. Secretarial Assistant or Recruitment Executive (HR).

STIPEND:

1) The stipend applicable to apprentices shall be as per the notification issued by the Boat of Apprentiship Training (Western Region), Mumbai BOAT **WR/2026/529 dated 25.09.2019** of the Ministry of Skill Development and Entrepreneurship will be applicable.

2) The Apprentice Trainees shall not be entitled to any other benefits, facilities or allowances other than the consolidated stipend payable under the Apprentices Act and applicable guidelines.

3) Rashtriya Chemicals and Fertilizers Limited shall provide morning breakfast, Tea and a vegetarian lunch thali at afternoon in company's canteen to the Apprentice Trainees during the training period.

4) Candidates may avail of Tea /Breakfast/Veg Lunch Thali as per the daily canteen menu. No reimbursement shall be made to candidates who do not avail themselves of this facility.

5) Medical Facilities on an OPD basis at RCF Hospital shall be extended to the trainees for themselves only.

6) Rashtriya Chemicals and Fertilizers Limited shall not provide any transportation facility or reimbursement of transportation expenses from any point to the place of training or vice versa.

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STIPEND PER MONTH

i) Prescribed Stipend rate payable by RCF Limited

Sr. No	Category of Trade Apprentices	Prescribed Amount of Stipend per month paid by RCF	Prescribed Amount of Stipend per month paid by BOAT (Board Of Apprenticeship Training)	Total Prescribed Amount of Stipend per month
A	B	C	D	E = (C +D)
1	Accounts Executive	11150/-	6150/-	17300/-
2	Secretarial Assistant	11150/-	6150/-	17300/-
3	Recruitment Executive (HR)	11150/-	6150/-	17300/-
4	Diploma Chemical	10450/-	5450/-	15900/-
5	Diploma Civil	10450/-	5450/-	15900/-
6	Diploma Computer	10450/-	5450/-	15900/-
7	Diploma Electrical	10450/-	5450/-	15900/-
8	Diploma Instrumentation	10450/-	5450/-	15900/-
9	Diploma Mechanical	10450/-	5450/-	15900/-
10	Attendant Operator (Chemical Plant)	17300/-	Nil	17300/-
11	Instrument Mechanic (Chemical Plant)	17300/-	Nil	17300/-
12	Laboratory Assistant (Chemical Plant)	17300/-	Nil	17300/-
13	Boiler Attendant	14600/-	Nil	14600/-
14	Electrician	14600/-	Nil	14600/-
15	Horticulture Assistant	14600/-	Nil	14600/-
16	Medical Laboratory Technician (Pathology)	14600/-	Nil	14600/-

Note:

a. Stipend payable from RCF Limited (as mentioned in **column C**) will be paid on monthly basis on fixed date.

b. Stipend payable by BOAT, as mentioned in column D, shall be disbursed by BOAT directly to the ACT Apprentices. RCF Limited shall not be responsible for any delay or non-payment of stipend by BOAT.

POSTING OF ACT APPRENTICES FOR APPRENTICES TRAINING

i. The Apprentices shall be imparted training at the Company's units located at Trombay, Mumbai or Thal, Raigad District, as per the Company's requirements.

ii. Candidates are required to select either **Trombay** or **Thal** in the **"Posting At"** drop-down menu while submitting their application. Once selected, the option cannot be changed under any circumstances. The final posting shall be made based on the approved intake quota of the respective unit.

iii. **Apprentices training timing are as under :**

Sr. No.	Category of Apprentice	Daily Training Timing (Excluding Weekly Off / Holiday)
1	Graduate Apprentices	9 am to 6 pm
2	Technician and Trade Apprentices	8 am to 5 pm

Note: ACT Apprentices shall strictly follow to the prescribed working hours. In case of late attendance/ punching, the stipend shall be deducted proportionately based on the duration of late attendance, as per applicable rules.

iv. On joining, all ACT Apprentices shall register themselves in the Face Recognition-based Attendance System and shall strictly mark their attendance on a daily basis by recording both **IN** and **OUT** punches. Attendance shall be considered valid only when both the IN and OUT punches are duly recorded in the system. In the absence of attendance records or in case of failure to record either the prescribed IN or OUT punches, the concerned ACT Apprentice shall be treated as absent for the respective day, subject to regularization as per the applicable attendance/leave rules.

Note: The place of posting is non-transferable throughout the Apprenticeship Training period. No request for transfer from one unit to another unit shall be entertained at any stage or at any condition.

MODE OF SELECTION

a. A merit list will be drawn in the order of the percentage criteria and applicable reservation secured by the applicant in the prescribed essential educational qualification. Wherever CGPA/CPI or other grades in qualifying examination are awarded, equivalent % of marks should be indicated in the application as per norms adopted by the concerned University or Institute. The candidate shall be required to submit a certificate to this effect from the University/Institute at the time of their document verification process.

b. The candidates from the merit list will be called for Document Verification.

c. Candidates shall be appointed as Apprentice Trainees Only after successful completion of Documents Verification and approval of their Apprenticeship Contract on the respective apprenticeship portal **(NATS/NAPS)**.The Apprentice Trainee is expected to join on the contract approval. Failure to report for joining on the stipulated date may result in cancellation of his/her candidature.

d. In case of candidates securing equal marks in the merit list (even after considering the decimal points), the candidate having higher qualification or in case of same qualification, the candidate securing more marks in the preceding educational qualification will be placed at higher position in the merit list.

OTHER FACILITY:

Uniform and Personal Protective Equipments (PPE) shall be provided by Rashtriya Chemicals and Fertilizers Limited (RCF Ltd) as per the company's policy.

REGISTRATION ON PORTALS:

a) Candidates aspiring for Trade Apprenticeship (NAPS) shall register on:

https://apprenticeshipindia.gov.in

b) Candidates aspiring for Technician apprentices or diploma holder and Graduate apprentices or degree apprentices shall register as a student on: https://nats.education.gov.in

HOW TO APPLY:

STEP 1: Visit the company's website www.rcfltd.com

STEP 2: Click on **"RECRUITMENT** "and then click on **"ENGAGEMENT OF APPRENTICES -2026-27"**

STEP 3: View the full Advertisement and Details, read the instructions, terms & conditions carefully before applying.

STEP 4: Click on" **I Accept**" and then click on "**Apply Online**" to fill out the Application Form.

STEP 5: The Candidate must choose the posting area **"Trombay or Thal"** as given in the drop box.

STEP 6: The Candidate should keep the scanned copy of their passport size color photograph in jpg/.jpeg format of not more than 75 KB size and their signature in .jpg/.jpeg format of not more than 25 KB size.

STEP 7: After you filled out the Application form, click on **"SAVE/SUBMIT"** to save/submit the data entered.

STEP 8: After successful submission of the application, the Application form will be generated.

STEP 9: Click on **"Print"** button to print the Application form, which must be produced at the time of document Verification stage. The candidates are not required to send the hard copy of the online application form to Rashtriya Chemicals and Fertilizers Limited.

IMPORTANT DATES:

Commencement of online registration of applications by candidates	04.09.2026 at 08.00 am
Last date for receipt of online applications	20.09.2026 till 05.00 pm

OTHER REQUIREMENTS:

The following documents shall be required at the time of document verification:

I. Latest Passport Size Photos.

II. Candidate should have an updated PAN Card.

III. Candidate should have an updated AADHAR Card.

IV. A self-operated primary bank account in the candidate's name (excluding Postal Bank accounts). The stipend shall be credited only to this account. The bank account must be **DBT (Direct Benefit Transfer) enabled** and **Aadhaar-linked**.

V. Mark sheets of all years or all semesters / Passing Certificates in the qualifying examination as supporting documents.

VI. SSC certificate/Birth Certificate/School leaving certificate/ passport (any one for proof of Age).

IMPORTANT INSTRUCTIONS:

1. The Online submission of application will commence from 04.09.2026 to 20.09.2026 (including both dates).

2. The email address and mobile number specified in the application should be valid / functional for at least from the date of the submission of the application.

3. The candidate who is selected as Apprentice must possess an AADHAR linked and seeded Bank Account on his/her own name (preferably a Nationalized bank with internet banking / electronic facilities) to receive stipend from Board of Apprenticeship Training (BOAT) and Rashtriya Chemicals and Fertilizers Limited.

4. The candidate should mandatorily possess PAN & AADHAR Card at the time of reporting if selected for engagement as Apprentice (Name on the AADHAR card should be the same with all educational qualification).

5. In case of selection for Apprenticeship in Rashtriya Chemicals and Fertilizers Limited, the candidates shall be required to bring the following original certificates along with attested photocopies as documentary proof at the time of reporting (as applicable):

   i. Latest Passport Size Photos.

   ii. Proof of Age. (SSC certificate/Birth Certificate/School leaving certificate).

   iii. A copy of Leaving certificate SSC, HSC & Graduation with Student ID.

   iv. Educational Qualifications (All year Passing Mark sheets (10^{th}, 12^{th}, Graduation) & Certificates of all semesters or year wise).

   v. Certificate from University / Institution regarding equivalent percentage of marks in qualifying examination.

vi. Medical Fitness certificate from a Registered Medical Officer / Practitioner of Government. Municipal Hospital giving complete name, address and registration number of the medical authority (format of medical certificate for Apprentice 2026- 27 as provided in (**Annexure A**).

vii. Caste Certificate in case of SC/ST candidates. (**Annexure B**).

viii. OBC (NCL) certificate for candidates belonging to OBC (NCL) category and caste Certificate in central Government Format.

ix. EWS certificate for candidates belonging to EWS category.

x. Certificate in respect of Children/Family members of the victims of 1984 riots.

6. Applicants possessing a **B.Sc** with **Chemistry, Physics, and Mathematics** as subjects shall be considered only for **Attendant Operator (Chemical Plant) (AOCP)** and **Laboratory Assistant (Chemical Plant) (LACP)** trades under **RDSDE** scheme. **Chemistry must be the major subject** in the qualifying degree.

7. Applicants possessing B.Sc with Chemistry, Physics and Mathematics as subjects shall be considered only for the **Instrument Mechanic (Chemical Plant) (IMCP)** trade under RDSDE scheme. **Physics must be the major subject** in the qualifying degree.

8. In case of candidates having Biology in their Graduation degree with only Zoology or only Botany, they may apply as Graduate Apprentices in the area training mentioned in Table A i.e. Secretarial Assistant or Recruitment Executive (HR) (any one).

9. Candidates may apply without the passing certificate. However, the original passing certificate must be submitted during document verification; otherwise, the candidature will be cancelled.

10. Candidates who have acquired their qualifying educational qualification through **Distance Learning, Part-Time, or Correspondence Mode** **shall not be eligible for apprenticeship training** and, therefore, their applications will not be considered.

11. Apprentices not completing entire training period or absent from training without valid grounds as per the provisions of the Apprenticeship Act, 1961, their Contract shall be terminated without notice and NO Certificate will be considered/ issued by Authority, which may be noted and recovery from the stipend will be done in such a case.

12. Candidates are advised to carefully read the full advertisement for details of Educational Qualifications and other eligibility criteria before submission of their online application and ensure their suitability.

13. All the candidates are advised to keep the copy of the printout of the online application Form for reference as candidates are required to quote their application no. and date of birth for downloading the Accepted Application form from our website.

14. The medical certificate in the given format will only be accepted (Annexture- A).

15. The intimation of reporting for the documents verification will be given through email and the same should be checked in the spam as well as in the important mails. Rashtriya Chemicals and Fertilizers Limited shall not be responsible for any loss of email, due to invalid/wrong email id /Mobile no etc. No request in this regard will be entertained.

16. Only those who meet the prescribed eligibility criteria should apply. If at any stage it is found that the candidate does not meet the prescribed eligibility criteria as per advertisement, his/her candidature will be rejected without disclosing any reason.

17. In case, it is found at any stage that the candidate is neither meeting the requirements as laid down in the advertisement nor has given correct information while filling up the on-line application form, his/her candidature shall be cancelled at any stage / later stage.

18. Any legal proceedings in respect of any matter claim or dispute arising out of this advertisement and/or an application in response there to can be instituted only in Mumbai and courts/forums at Mumbai only.

19. Rashtriya Chemicals and Fertilizers Limited reserves the right to cancel the advertisement and/or the selection process there under without assigning any reason.

20. Any change in this advertisement shall be reflected only on the official website of Rashtriya Chemicals and Fertilizers Limited. Candidates are advised to visit the website (www.rcfltd.com) regularly for updates.

21. Candidates must apply for only ONE discipline/trade, strictly as per their eligibility. If a candidate submits applications for more than one discipline/trade or area of training, all applications submitted by the candidate will be rejected, and no application will be considered for further processing.

22. Screening and selection will be based on the details provided in the on-line application form, hence it is necessary that the applicants furnish only accurate, full and correct information. Furnishing of wrong/false information will be a disqualification and Rashtriya Chemicals and Fertilizers Limited will NOT be responsible for disqualification because of furnishing of such wrong/false information.

23. Applicants are not required to send or submit any documents at the time of applying online. Documents will be verified at a later stage, as and when called for verification by the RCF Limited.

24. Merely meeting the minimum eligibility criteria shall not entitle any candidate to be selected for Apprenticeship Training. Selection will be made in accordance with the criteria and procedure prescribed by the Company.

25. Management may raise the minimum eligibility criteria or any other conditions to restrict the number of candidates to be selected for Apprenticeship Training.

26. The decision of RCF limited Management will be final and binding on all candidates on all matters related to eligibility, acceptance or rejection of the applications, mode of selection, and cancellation of selection process either in part or full, etc. No correspondence will be entertained in this regard.

27. ONLY Online Application Form filled out on the website of RCF Limited will be considered strictly.

28. In order to maintain the quota, as per the targets for engagement of Apprentices, there would be variations in the posts earmarked in the advertisement of upto the 10% depending upon the response.

29. In case the response received against the advertisement is insufficient to meet the prescribed quota, the applications may be considered on a first-come, first-served basis. Only candidates who have submitted their applications online and fulfill the eligibility criteria specified in the advertisement shall be considered for the further selection process. Please note merely applying for the trades advertised shall not automatically eligible /getting selected for the Trade.

30. The Company shall have no obligation to give regular employment to Apprentices. The Apprentices shall have no right to claim regular employment from Company merely on the based on this apprenticeship at any point of time. This apprenticeship shall not create any

liability on Rashtriya Chemicals and Fertilizers Limited for providing any job to the Apprentices. This Apprentice training is purely the requirement under Board of Apprenticeship Training (BOAT) scheme/ its guidelines.

31. The decision of the RCF Limited Management will be final and binding on all candidates on all matters relating to eligibility, acceptance or rejection of the applications, mode of selection, cancellation of the selection process either in part or full, etc. No correspondence will be entertained in this regard. Filling up of the seats is solely at the discretion of the management based on suitability of candidates and no claim will arise for engagement, if some of these seats are not filled due to unsuitability/insufficient number of candidates.

32. For any communication, kindly mail to: apprentice2026@rcfltd.com only No telephonic call or personal visit shall be entertained and any attempt to communicate through such means may lead to disqualification of the candidate for ACT Apprenticeship Training.

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