



HMT LIMITED

(A Govt. of India Undertaking)

Regd. Office: HMT Bhavan, No.59, Bellary Road, Bengaluru – 560 032.

HMT/CHR/CNTR(ADVT.1)/2026-27

Date: 19.09.2026

REQUIRES SENIOR ADVISER

HMT Limited, a major engineering conglomerate with units spread across the country manufacturing various Engineering products having two operative subsidiaries i.e., HMT Machine Tools Ltd. and HMT(International) Ltd., looking for qualified and experienced Senior Adviser purely on contract basis, in order to complete various assignments.

HMT Limited invites applications for engagement of experienced Senior Adviser for a period of one year from serving/retired senior executives in the grade of General Manager for its Units across the Country. The details of requirements are as below:

POST 'A'	SENIOR ADVISER (PRODUCTION)
No. of Posts	01 (One)
Age	Less than 63 years as on 01.09.2026
Period of Engagement	Initially for a period of one year, which may be further extended by six months at a time, or until completion of the assignment (whichever is earlier), depending upon requirement and individual performance. However, the maximum tenure shall be limited to four years or the upper age limit of 65 years, whichever is earlier.
Qualification	Full-time regular Engineering Degree in Dairy Technology or Mechanical from recognized University/College/Institute with good academic record. MBA Degree from a reputed recognized University / College / Institute is desirable.
Post Qualification Experience	Should have minimum 18 years of experience in the relevant field.
Functional Area	Production
Domain of Expertise	Engineering / Dairy Machinery Industry.
Job Description	➤ Plan, organize, and monitor daily dairy production activities to meet production targets. ➤ Manage production process of dairy machinery products such as Pasteurizers, Homogenizers, Cream Separators, Continuous Butter Making Machines, Centrifugal Pumps, Plate Heat Exchangers for dairy & non-dairy applications, Oil Purification and Clarification system, Milk / Oil Separator, Chillers / IPHE etc. ➤ Ensure optimum utilization of raw milk, ingredients, manpower, machinery, and other resources. ➤ Monitor production processes and maintain required standards for yield, quality, productivity, and efficiency.

	➤ Ensure compliance with FSSAI, HACCP, GMP, food safety, hygiene, and other applicable statutory requirements ➤ Coordinate with Quality Assurance, Procurement, Maintenance, Supply Chain, Sales, and Finance teams. ➤ Monitor raw material and packaging material requirements and minimize wastage. ➤ Ensure proper cleaning, sanitation, and hygiene standards throughout the production facility. ➤ Track key production KPIs including yield, OEE, wastage, downtime, production efficiency, and cost per unit. ➤ Identify operational problems and implement corrective and preventive actions. ➤ Supervise, train, and motivate production staff, operators, and supervisors. ➤ Ensure safe working practices and compliance with occupational health and safety procedures. ➤ Coordinate preventive maintenance and timely resolution of equipment breakdowns. ➤ Maintain production records, reports, inventory records, and other operational documentation. ➤ Support new product development, process improvement, automation, and productivity-enhancement initiatives. ➤ Drive continuous improvement initiatives to reduce production costs and improve product quality. ➤ Ensure finished products are produced and dispatched according to approved specifications and schedules. ➤ Participate in internal and external audits and ensure closure of audit observations.
Remuneration	Consolidated monthly emoluments will be as below: Rs. 55000/- to Rs.115000/-
Place of Posting	Food Processing Machinery Division, Aurangabad.

POST 'B'	SENIOR ADVISER (FINANCE)
No. of Posts	01 (One)
Age	Less than 63 years as on 01.09.2026
Period of engagement	Initially for a period of one year, which may be further extended by six months at a time, or until completion of the assignment (whichever is earlier), depending upon requirement and individual performance. However, the maximum tenure shall be limited to four years or the upper age limit of 65 years, whichever is earlier.
Qualification	CA/CMA/ICWAI
Post Qualification Experience	Should have minimum 18 years of experience in the relevant field.
Functional Area	Finance & Accounts

Job Description	Shall look after Finance functions of the Company and its Subsidiaries ➤ Manage banking relationships, loans, and investment activities. ➤ Monitor cash flow, liquidity, and capital requirements. ➤ Analyze financial performance and identify opportunities for cost reduction and revenue enhancement. ➤ Lead the financial planning, forecasting, and budgeting processes. ➤ Oversee compliance with accounting standards and regulatory requirements and ensure accurate and timely preparation of financial statements (quarterly and annual) stand alone and consolidated, Taxation, both direct and indirect, matters of the Company. ➤ Develop internal controls and ensure compliance with financial regulations and tax laws. ➤ Foster a culture of continuous improvement and accountability. ➤ Present financial insights to the Board and Senior Management. ➤ Interact and co-ordinate with bodies like Internal Audit, Statutory Audits, Govt. Audit, Tax Audit and other Government Agencies including regulatory bodies. ➤ Be responsible for Taxation Assessments, Costing, Working Capital Management and Budgeting, Investment decisions, Financial Concurrence of Company and Subsidiaries and other finance functional areas allocated from time to time. ➤ Compile and advice on various Guidelines to Units / Subsidiary Companies as per the requirement / amendments brought by statutory bodies like ICAI, ICMAI, ICSI, SEBI, MCA etc. ➤ Overall supervision of Banking Transactions including e-payments, Loans, Cash & Bills Section, Filing of Monthly / Quarterly Returns viz., TDS, GST etc as per statutory requirement, Correspondence with Banks for availing of additional limits, CMA Data for Banks, FD Renewals, Funds Management etc., ➤ Maintain data pertaining to GoI loans to Company/Subsidiaries monitoring the same. ➤ Ensure timely submission of Agenda / Notes to Audit Committee / Board of Directors pertaining to Accounts and Internal Audit Department. ➤ Provide proper guidance and inputs for Revival of the Company. ➤ To guide on the CAPEX and AOP plans. ➤ To guide targets for MOU data with Ministry. ➤ To provide data for Directors Report. ➤ Providing data as and when required to MHI. ➤ Ensure timely Debtors recovery and keep track of liabilities and contingent liabilities.
Remuneration	Consolidated monthly emoluments will be as below: Rs. 55000/- to Rs.115000/-
Place of Posting	Bengaluru or any other location as decided by the management.

DESIRABLE:

1. Work experience in multiple functions like Production, HR, Finance, and Administration, with exposure to the Watches/Dairy Machinery/Engineering industry, is preferable.
2. Candidates who have work experience at the Senior Management Level in PSUs/Govt. /Autonomous organizations will be preferred.

GENERAL CONDITIONS:

1. Candidates fulfilling the above said criteria of qualification, experience only need apply. Incomplete application or applications not in the prescribed format will be rejected and no correspondence in this regard will be entertained.
2. The engagement is purely on contractual basis. The post is not against any permanent vacancy, and this placement will not ensure any regular/permanent employment in HMT Limited in future.
3. Applications should be made in the enclosed application format only along with copies of relevant documents.
4. The engagement shall be subject to submission of medical fitness certificate, issued by a qualified Registered Medical Practitioner. Those who are medically unfit, the offer/engagement letter shall stand cancelled automatically.
5. The selected candidates shall submit a Non-Disclosure Agreement as per prescribed format.
6. The engagement shall be subject to Vigilance clearance in respect of officials serving/retired from the Central/State PSUs, Autonomous Organizations of Central/State PSUs. In respect of officials who have served in private sector, a self-declaration towards character/antecedents shall be produced.
7. Selection will be by a committee constituted by the Competent Authority.
8. The Management reserves the right to relax age and experience as also to consider related qualification & experience in case of deserving / exceptional candidates.
9. The management reserves the right to recommend / select the candidate for any Subsidiary Companies / Units of HMT Limited.
10. Documents in support of qualification and relevant experience shall be submitted along with the Application. In the case of non-submission of documents along with the Application, it will be rejected at any stage during the process of appointment.
11. The original documents/certificates/testimonials in proof of Age (Only SSLC/SSC/ 10th Standard Board Certificate will be admitted as proof of age), qualification, experience, caste/category as mentioned/enclosed in the application shall be produced at the time of interview for verification. In case of failure to produce the original testimonials/certificates as mentioned in the application for verification while attending the interview, the candidate will not be allowed to appear for interview, and no TA shall be payable.
12. Candidature of the candidate is liable to be rejected at any stage of recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or is not found in conformity with eligibility criteria mentioned in the advertisement.
13. HMT Limited shall not be liable for any damage/injury/loss to the individual, if any, sustained during the entire recruitment process and journey.
14. HMT Limited reserves the right to assess fitness or otherwise of the candidate selected, to cancel/restrict/enlarge the recruitment process without assigning any reason thereof, if need arises.
15. Candidates submitting incomplete applications or testimonials will not be allowed to appear for interview.

16. Only short-listed eligible candidates will be called for interview in person or through video conferencing. The outstation candidates called for interview in person will be paid To and Fro Economy class Air fare by the shortest route, on production of proof of journey.
17. Number of vacancies notified may increase / decrease at the discretion of the Company & the decision of Management regarding selection will be final.
18. The Company also reserves the right to cancel/curtail/expand the recruitment process and/or the selection process thereunder, without any further notice and without assigning any reasons.

HOW TO APPLY:

a) Application in the prescribed format duly filled along with resume and a set of self-attested photocopies of the relevant certificates in proof of qualification, age, category, experience etc., (all the relevant original certificates should be produced at the time of interview) and affixing passport size photograph at the space provided should be sent in sealed cover super scribed "APPLICATION FOR THE POST OF" so as to reach the following address on or before **09.10.2026**.

**The Asst. General Manager (CHR)
HMT Limited,
No.59, HMT Bhavan, Bellary Road,
Bengaluru -560 032**

- b) Application must be sent through Ordinary post/Speed Post/Registered Post/Courier only. Application received through other modes, viz., Fax/E-mail/By hand will not be accepted and summarily rejected.
- c) Candidates are advised to have a valid e-mail ID which must be mandatorily mentioned in the application form, so that intimation/communication regarding the Interview can be sent. They are also advised to keep this e-mail ID active for at least one year as any important intimation to the candidates shall be provided by HMT Ltd, through e-mail and also requested to check e-mails regularly for any communication from HMT Ltd. in this regard. Company will not be responsible for bounce/mail delivery failure.
- d) Candidate who applied once cannot alter their application under any circumstances. Request for change of mailing address, category, discipline as declared in the application will not be entertained.

.....



APPLICATION FORMAT

For the post of Senior Adviser

(Tick as applicable)

Affix Passport size
photo

- 1) Post of the assignment applied for:
- 2) Full Name :
- 3) Date of Birth:
- 4) Date of Retirement (if applicable):
- 5) Category (SC/ST/OBC/GEN/PWD/MIN/EWS/ESM):
- 6) Address for Correspondence:
- 7) Telephone No. / Mobile No.:
- 8) Email:
- 9) Previous Employment Details:
 - a) Experience Details: Total Post Qualification Experience : _____ Years.

S. No	Organization	Designation	From (dd/mm/yyyy)	To (dd/mm/yyyy)	Job Profile	Specific Achievement/ Award

(In case of HMT employee, Ticket Number and Unit also to be mentioned.)

b) Salary Details:

Last Pay Drawn/Annual CTC: _____

c) Qualification:

S. No	Examination passed	Name of Institution/ University	Year of Passing	% Of Marks/ Grade	Specialization

- 10) Details of relevant experience / projects handled.
- 11) Justification for being the most suitable candidate for the Assignment.
- 12) Details of Certification, Achievements / Awards, Copyrights / Patents, Papers / presentation in National / International Journals / For as, if any
- 13) Details of Post held or Membership at National/Intl relevant professional body.
- 14) Medical History: Whether any known major illness in the last 5 years?
- 15) Whether any penalty (Minor/Major) was awarded during the employment?
If yes, please provide details.
- 16) I certify that, to the best of my knowledge and belief, there are no present or currently planned interests (financial, contractual, organizational, or otherwise) relating to the work to be performed under the contract that would create any actual or potential conflict of interest (or apparent conflicts of interest) (including conflicts of interest for immediate family members: spouses, parents, children) that would impinge on its ability to render impartial, technically sound, and objective assistance or advice or result in it being given an unfair competitive advantage. In this clause, the term "potential conflict" means reasonably foreseeable conflict of interest. I further certify that I will continue to exercise due diligence in identifying and removing or mitigating, to HMT's satisfaction, such conflict of interest (or apparent conflict of interest). If I perceive any possible conflict of interest in foreseeable future the same will be informed by me to HMT.

I certify that the information given above is true and correct.

Date:
Place:

(Signature of Candidate)