

THE PUNJAB STATE FEDERATION OF COOPERATIVE SUGAR MILLS LTD.

Start Date of Online Submission of Applications – 30.10.2025

Last Date of Online Submission of Applications – 19.11.2025

Last Date of Deposit of Application Fee – 21.11.2025

Online applications are invited for filling up 16 posts of Direct Quota lying vacant in Cooperative Sugar Mills.

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

Detail of 16 Posts of Direct Quota lying vacant in Cooperative Sugar Mills

Sr No	Category	Group	No of posts	Level of pay scale	Minimum Pay During probation period of first three years	Age Limit	Qualification	Experience
Cooperative Sugar Mills								
1	General Manager	A	03 Gen-02 SC-01 (M&B)	Level-8	47600	18-37	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	10 years experience in Sugar Factories 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.

							<p>Business Management with specialisation in Finance.</p> <p>OR</p> <p>C.A. or I.C.W.A.</p> <p>OR</p> <p>M.Com</p> <p>OR</p> <p>Bachelor's Degree in Engineering (Mechanical or Chemical or Electrical or Production) and Master Degree in Business Administration.</p> <p>OR</p> <p>Officer of the Govt. of Punjab not below the rank of Class-I.</p>	<p>10 Years experience in higher managerial capacity in a reputed Public Limited Process industry.</p> <p>10 years Class-1 Service.</p>
2	Chief Accounts Officer	A	<p>03</p> <p>Gen-02</p> <p>SC-01 (M&B)</p>	Level-8	47600	18-37	<p>Chartered Accountant or Cost Accountant or Master Degree in Business Administration specialisation in Finance</p> <p>OR</p> <p>Inter C.A./Inter ICWA/M.Com</p>	<p>10 years experience in a managerial capacity in an Industrial or Commercial organisation of repute</p> <p>OR</p> <p>15 years experience in a middle level capacity in an Industrial or Commercial organisation of repute.</p>
3	Chief Engineer	A	<p>03</p> <p>Gen-02</p> <p>SC-01 (M&B)</p>	Level-8	47600	18-37	Degree in Mechanical or Electrical or Electronic Engineering	10 years experience in the Sugar Factory of which not less than 3 years experience as Deputy Chief Engineer in a Sugar Factory.
4	Chief Chemist	A	<p>03</p> <p>Gen-02</p> <p>SC-01 (M&B)</p>	Level-8	47600	18-37	<p>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</p> <p>OR</p> <p>Bachelor's Degree in Chemical Technology</p>	10 years experience in the Sugar industry of which not less than 3 years experience as Deputy Chief Chemist in a Sugar Factory.

5	Chief Cane Development Officer	A	03 Gen-02 SC-01 (M&B)	Level-8	47600	18-37	M.Sc Agriculture, B.Sc Agriculture	10 years experience in Cane Management of which not less than 3 years experience as Deputy Chief Cane Development Officer. Note: Experience in cane management including experience in a sugar factory/sugar cane research station/Agricultural University/ State Department of Agriculture.
6	Biologist	A	01 Gen-01	Level-8	47600	18-37	Ph. D. in Entomology /Plant Pathology /Microbiology/Bio-chemistry/ Genetics.	Three years Research Experience or specialisation in Biological Control laboratory for production of parasites or on Tissue culture in plant pathology/microbiology /Bio-chemistry/Genetics.
	Total		16					

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 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.
- 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..
- 2.2 Gratuity as per payment of Gratuity Act and Provident Fund as per Provident Fund Act.

3. Age Limit:-

- Age of candidate belonging to any category should not be less than 18 years as per concerned service Rules.
- Upper age limit of General Category candidate should not be more than 37 years as per concerned service Rules.
- Maximum upper age limit of Schedule Caste and Backward Class candidates residing in the State of Punjab will be 40 years.
- Maximum age limit while giving relaxation in the upper age limit for the employees of State and Central Government will be 40 years.
- 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.
- Maximum upper age limit for handicapped persons residing in the State of Punjab will be 45 years.
- 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)/3454 dated 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. No person shall be appointed to any post in any service by direct appointment unless he has passed Matriculation examination with Punjabi as one of the compulsory or elective subjects or any other equivalent examination in Punjabi Language, which is specified by the Government from time to time. During the probation period 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.

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						
		Pbi.	Eng.	G.K.	Mental Apt.	Accounts	Computer Proficiency	Qualification Based
1	General Manager	15*	10	10	10	10	10	35 Qual. Based
2	Chief Accounts Officer	15	10	10	10	45	10	--
3	Chief Engineer	15	10	10	10		10	45 Qual. based
4	Chief Chemist	15	10	10	10	--	10	45 Qual. based
5	Chief Cane Dev. Officer	15	10	10	10	--	10	45 Qual based.
6	Biologist	15	10	10	10	--	10	45 Qual based

*Difficulty level will be Matric/10th Standard

7.3 Medium of Exam will be **English** only.

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.

Note:

ਵਿੱਤ ਵਿਭਾਗ ਦੀਆਂ ਹਦਾਇਤਾਂ ਨੰ:7/202/2015-4ਐਫ.ਪੀ.1/60 ਮਿਤੀ 15.01.2015 ਅਤੇ ਨੰ:7/202/2015-4ਐਫ.ਪੀ.1/853793 ਮਿਤੀ 04.10.2016 ਦਿੰਨ ਬਿੰਨ ਲਾਗੂ ਰਹਿਣਗੀਆਂ। ਮੁੱਢਲੀ ਤਨਖਾਹ ਤੋਂ ਇਲਾਵਾ 7th CPC ਤਹਿਤ ਸਬੰਧਤ ਲੈਵਲ ਵਿੱਚ ਦਿੱਤੇ ਗਏ ਸਕੇਲ ਦੇ ਸਨਮੁੱਖ ਹਰ ਤਰ੍ਹਾਂ ਦੇ ਭੇਂਤੇ ਪਰਖ ਸਮਾਂ ਸਫਲਤਾਪੁਰਵਕ ਪਾਰ ਕਰਨ ਉਪਰੰਤ ਜ਼ਾ ਪੰਜਾਬ ਸਰਕਾਰ ਵੱਲੋਂ ਸਮੇਂ ਸਮੇਂ ਤੇ ਜੋ ਵੀ ਹਦਾਇਤਾਂ ਜਾਰੀ ਕੀਤੀਆ ਜਾਣਗੀਆਂ, ਉਸੀ ਅਨੁਸਾਰ ਦਿੱਤੇ ਜਾਣਗੇ।