



**THIRUVANANTHAPURAM REGIONAL CO-OPERATIVE MILK  
PRODUCERS' UNION LTD**

**HEAD OFFICE, KSHEERA BHAVAN, PATTOM, THIRUVANANTHAPURAM, KERALA STATE**

Website : [www.milmatrcmpu.com](http://www.milmatrcmpu.com)

**DETAILED RECRUITMENT NOTIFICATION**

**No. TRU/PER/1/2025/35 -DETAILED**

**Dated: 03-11-2025**

The Thiruvananthapuram Regional Co-operative Milk Producers' Union Ltd. (TRCMPU Ltd.), affiliated to the Kerala Co-operative Milk Marketing Federation Ltd. popularly known as MILMA, is a professionally managed Co-operative organisation with a distinguished legacy of over four decades. Formed as part of the world-famous Operation Flood project, TRCMPU Ltd. stands as one of the significant Dairy Co-operatives in the state of Kerala. As a market leader in providing safe milk and milk products to the consumers of the region, it actively engages in the procurement, processing, and marketing of milk and milk products across the revenue districts of Thiruvananthapuram, Kollam, Pathanamthitta, and Alappuzha. An ISO-certified organisation with various national-level acknowledgements for quality and performance, TRCMPU Ltd. is supported by a strong farmer base with an annual turnover of around 1500 crores. The Union continues to uphold its spirit of commitment towards quality, farmer prosperity and organisational excellence.

Applications are invited from dynamic young candidates for the following posts.

**Table -A : OFFICER CATEGORY (under Staff Regulations)**

| SL. No | Name of Post, Category Code, Scale of Pay & Reservation Particulars                     | Total Vacancies (Number of Posts) | Minimum Prescribed Academic Qualifications (candidates should possess academic qualification as applicable as on the date of notification) | Minimum Post Qualification Work Experience Required (Experience will be computed as on the date of notification) |
|--------|-----------------------------------------------------------------------------------------|-----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| 1      | Assistant Engineer (Electrical)<br>Category 6(e)<br>(Rs. 50320 - 101560)<br>General - 3 | 3                                 | B. Tech Degree in Electrical Engineering OR M Tech. in Dairy Engineering.                                                                  | 2 Years' experience in relevant field Preferred.                                                                 |

| SL. No | Name of Post, Category Code, Scale of Pay & Reservation Particulars                                  | Total Vacancies (Number of Posts) | Minimum Prescribed Academic Qualifications (candidates should possess academic qualification as applicable as on the date of notification)                                                                                                                                                                              | Minimum Post Qualification Work Experience Required (Experience will be computed as on the date of notification)                                                                                                                                                                                          |
|--------|------------------------------------------------------------------------------------------------------|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2      | Assistant Engineer (Mechanical)<br>Category 6(e)<br>(Rs. 50320 - 101560)<br>General - 2<br>SC/ST - 1 | 3                                 | B. Tech Degree in Mechanical Engineering<br>OR<br>M Tech. in Dairy Engineering.                                                                                                                                                                                                                                         | 2 Years' experience in relevant field Preferred.                                                                                                                                                                                                                                                          |
| 3      | Assistant Marketing Officer<br>Category 6(h)<br>(Rs. 50320-101560)<br>General - 6<br>SC/ST - 1       | 7                                 | <div>B. Tech Degree in Food Technology/<br/>Dairy Science &amp; Technology/<br/>Dairy Technology</div> <div>OR</div> <div>Post Graduate Degree in Food Technology<br/>OR<br/>Dairy Technology</div> <div>OR</div> <div>1. Graduation in any Discipline<br/>2. MBA in full stream with specialization in Marketing</div> | <div>1 Year experience in Marketing of Dairy/Food Products in a Reputed Firm Preferred</div> <div>1 Year experience in Marketing of Dairy/Food Products in a Reputed Firm Preferred</div> <div>Minimum 3 Years of experience in Marketing of Dairy/Food Products/ FMCG * Products in a Reputed Firm</div> |
| 4      | Assistant Dairy Officer<br>Category 6(d)<br>(Rs. 50320-101560)<br>General - 13<br>SC/ST - 2          | 15                                | B. Tech Degree in Dairy Technology/Dairy Science & Technology                                                                                                                                                                                                                                                           | 2 Years' experience in a Dairy Plant Preferred.                                                                                                                                                                                                                                                           |

\*FMCG products include Food and Beverages, Personal care and Health care goods, Home care commodities and other low-cost household items.

| SL. No | Name of Post, Category Code, Scale of Pay & Reservation Particulars                       | Total Vacancies (Number of Posts) | Minimum Prescribed Academic Qualifications (candidates should possess academic qualification as applicable as on the date of notification)                                                                                                                                                                                                                                                      | Minimum Post Qualification Work Experience Required (Experience will be computed as on the date of notification)                                    |
|--------|-------------------------------------------------------------------------------------------|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| 5      | Assistant HRD Officer<br>Category 6(i)<br>(Rs. 50320-101560)<br>General -2                | 2                                 | 1. First Class Degree<br>2. Post Graduate Degree in Personnel Management OR MBA in HR OR MSW<br><b>OR</b><br>1. LLB<br>2. MBA in HR<br>OR<br>Post Graduate Diploma in HR                                                                                                                                                                                                                        | Minimum 3 Years' experience in a reputed organization in the field of HR/Personnel Management.                                                      |
| 6      | Assistant Quality Assurance Officer<br>Category 6(g)<br>(Rs. 50320-101560)<br>General - 4 | 4                                 | B. Tech Degree in Dairy Technology/Dairy Science & Technology<br><b>OR</b><br>M.Sc. (Quality Control in Dairy Industry) from Agriculture/Veterinary Universities<br><b>OR</b><br>MS (Quality Systems in Dairy Processing) from Agriculture/Veterinary Universities<br><b>OR</b><br>M. Sc Degree in Dairy Chemistry/Dairy Microbiology/Dairy Technology from Agriculture/Veterinary Universities | 2 Years' experience in a Dairy Plant                                                                                                                |
| 7      | Assistant Veterinary Officer<br>Category 6(b)<br>(Rs. 50320-101560)<br>General -4         | 4                                 | Degree in Veterinary Science                                                                                                                                                                                                                                                                                                                                                                    | 1 Year experience in the field of Animal Husbandry desirable                                                                                        |
| 8      | Junior Systems Officer<br>Category 6(I)<br>(Rs. 50320-101560)<br>General -2               | 2                                 | B. Tech Degree in Computer Science/Computer Technology/Information Technology<br><b>OR</b><br>MCA                                                                                                                                                                                                                                                                                               | 3 years of post-qualification experience in computer system administration/maintenance/programming/networking/system security in a reputed IT firm. |

**Table -B : NON - OFFICER CATEGORY (under Standing Orders)**

| <b>SL. No.</b> | <b>Name of Post, Category Code, Scale of Pay &amp; Reservation Particulars</b>                                                  | <b>Total Vacancies (Number of Posts)</b> | <b>Minimum Prescribed Academic Qualifications (candidates should possess academic qualification as applicable as on the date of notification)</b>                                                                                                        | <b>Minimum Post Qualification Work Experience Required (Experience will be computed as on the date of notification)</b>                                                                                                                                                                                                                                                                                                                                                         |
|----------------|---------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1              | System Supervisor<br><br>Category 7(g)<br><br>(Rs. 39640-101560)<br><br>General - 2                                             | 2                                        | Post Graduate Degree in Computer Application/Computer Science<br>OR<br>Graduation in Computer Application/Computer Science/Computer Science & Engineering<br>OR<br>Three Year Diploma in Computer Science/Computer Engineering/Computer related subjects | 1. TWO Year post Qualification experience in a Reputed Firm in the field of Information Technology/Systems Management in case of MCA Holders.<br>2. THREE years Post Qualification experience in a Reputed Firm in the field of Information Technology/Systems Management is required for B. Tech./BE/M.Sc. Holders<br>3. FIVE Years Post Qualification experience in a Reputed Firm in the field of Information Technology/Systems Management is required for Diploma Holders. |
| 2              | Junior Assistant<br><br>Category 11(g)<br><br>(Rs. 29490 – 85160)<br><br>General – 9<br>SC/ST – 1<br>Physically Handicapped - 2 | 12                                       | First Class B.Com degree through Regular Mode                                                                                                                                                                                                            | Minimum 2 Years Post Qualification Experience in Accounting/Clerical jobs in a reputed institution<br>In case of APCOS employees:<br><br>Minimum 3 Years' experience at least in clerical cadre in the affiliated APCOS and shall be a permanent serving employee of the affiliated APCOS                                                                                                                                                                                       |

| <b>SL. No.</b> | <b>Name of Post, Category Code, Scale of Pay &amp; Reservation Particulars</b>         | <b>Total Vacancies (Number of Posts)</b> | <b>Minimum Prescribed Academic Qualifications (candidates should possess academic qualification as applicable as on the date of notification)</b> | <b>Minimum Post Qualification Work Experience Required (Experience will be computed as on the date of notification)</b>                                                                                                                  |
|----------------|----------------------------------------------------------------------------------------|------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3              | Technician Grade-II (MRAC) Category 11(a) (Rs. 29490-85160) General – 3 SC/ST- 1       | 4                                        | NCVT certificate in ITI (MRAC trade)                                                                                                              | 1. One Year Apprenticeship certificate through RIC in the relevant field.<br>2. Two Year experience in the relevant trade in a reputed industry                                                                                          |
| 4              | Technician Grade-II (Electrician) Category 11(a) (Rs. 29490-85160) General -4 SC/ST -1 | 5                                        | NCVT certificate in ITI (Electrician trade)                                                                                                       | 1. One Year apprenticeship certificate through RIC in the relevant field.<br>2. Two Year experience in the relevant trade in a reputed industry<br>3. Wireman license from the competent authority of Government of Kerala is compulsory |
| 5              | Technician Grade-II (Electronics) Category 11(a) (Rs. 29490-85160) General – 4         | 4                                        | NCVT certificate in ITI (Electronics trade)                                                                                                       | 1. One Year apprenticeship certificate through RIC in the relevant field.<br>2. Two Year experience in the relevant trade in a reputed industry                                                                                          |

| <b>SL. No.</b> | <b>Name of Post, Category Code, Scale of Pay &amp; Reservation Particulars</b> | <b>Total Vacancies (Number of Posts)</b> | <b>Minimum Prescribed Academic Qualifications (candidates should possess academic qualification as applicable as on the date of notification)</b>      | <b>Minimum Post Qualification Work Experience Required (Experience will be computed as on the date of notification)</b>                                                                                                                                                                                                                                                         |
|----------------|--------------------------------------------------------------------------------|------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6              | Technician Grade-II (Boiler) Category 11(a) (Rs.29490-85160) General - 4       | 4                                        | NCVT certificate in ITI (Fitter trade)                                                                                                                 | 1. One Year apprenticeship certificate through RIC in the relevant field.<br>2. Two Year experience in the relevant trade in a reputed industry<br>In Case of Technician (Boiler), apart from ITI certificate in Fitter Trade second class Boiler certificate and a Minimum Second Class Boiler Attendant certificate issued by Department of Factories and Boilers is required |
| 7              | Lab Assistant Category 11(b) (Rs.29490-85160) General - 3 SC/ST - 1            | 4                                        | B. Sc Degree in Chemistry/Biochemistry/Microbiology/Industrial Microbiology<br>OR<br>Diploma in Dairy Science from Agriculture/Veterinary Universities | Minimum 1 Year experience in Dairy/Food Processing Industry/Any accredited Labs in case of B.Sc. Degree Holders                                                                                                                                                                                                                                                                 |
| 8              | Marketing Assistant Category 11(i) (Rs. 29490-85160) General - 3               | 3                                        | Graduation in any discipline through Regular Mode                                                                                                      | Minimum 2 Years' Experience in Marketing Functions in a Reputed Firm                                                                                                                                                                                                                                                                                                            |

| <b>SL. No.</b> | <b>Name of Post, Category Code, Scale of Pay &amp; Reservation Particulars</b>  | <b>Total Vacancies (Number of Posts)</b> | <b>Minimum Prescribed Academic Qualifications (candidates should possess academic qualification as applicable as on the date of notification)</b>                                                                                                                                                                       | <b>Minimum Post Qualification Work Experience Required (Experience will be computed as on the date of notification)</b>        |
|----------------|---------------------------------------------------------------------------------|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| 9              | Junior Supervisor (P&I) Category 11(h) (Rs. 29490-85160) General - 20 SC/ST - 3 | 23                                       | First Class Graduates with HDC<br>OR<br>First Class B.Com Degree with specialization in Co-operation<br>OR<br>B.Sc. (Banking & Co-operation)                                                                                                                                                                            | Not Prescribed                                                                                                                 |
|                |                                                                                 |                                          | In case of Secretaries of APCOS                                                                                                                                                                                                                                                                                         |                                                                                                                                |
|                |                                                                                 |                                          | Graduation in any discipline through Regular Mode                                                                                                                                                                                                                                                                       | Minimum 3 Years' experience as Secretary of the affiliated APCOS and shall be a Permanent serving Employee of affiliated APCOS |
| 10             | Secretarial Assistant Category 10(b) (Rs.31980-89460) General - 2 PH - 1        | 3                                        | 1. Degree from a Recognized University through regular mode<br>2. KGTE Typewriting (English) Higher<br>3. KGTE Shorthand Lower<br>4. KGTE Typewriting (Malayalam) Lower<br>5. Certificate course in Computer Application / Data Entry Operation or equivalent issued by a State / Central Govt. recognized Institution. | Minimum 2 Years Post Qualification Experience in Accounting/ Clerical Jobs in a Reputed Institution                            |

**Table -C : PLANT ASSISTANT CATEGORY ( under Standing Orders)**

| SL. No. | Name of Post, Category Code, Scale of Pay & Reservation Particulars                                                                      | Total Vacancies (Number of Posts) | Minimum Prescribed Academic Qualifications (candidates should possess academic qualification as applicable as on the date of notification)                                                                                                                                                                                                                                                                              | Minimum Post Qualification Work Experience Required (Experience will be computed as on the date of notification) |
|---------|------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| 1       | <b>Driver cum Office Attendant Gr. II<br/>Category 12(b)<br/>(Rs. 28660-71160)<br/>General - 1</b>                                       | <b>1</b>                          | SSLC pass or equivalent qualification. Must possess a current motor driving license to drive light motor vehicles and heavy motor vehicles with driver's badge. Heavy motor vehicle driving license shall be of at least 3 years standing and in the case of driving license issued after 16-01-1979 separate endorsement to drive heavy duty goods and heavy duty passenger vehicles. Medical Fitness as per Standards | 3 Years' Experience in Driving of Heavy Duty Vehicle                                                             |
| 2       | <b>Plant Assistant Gr. III<br/>Category 14(a)<br/>(Rs. 23000 - 56240)<br/>General – 77<br/>SC/ST – 11<br/>Physically Handicapped - 5</b> | <b>93</b>                         | SSLC pass<br>OR<br>Equivalent qualification<br><br><b>Should not be graduates</b>                                                                                                                                                                                                                                                                                                                                       | Not Prescribed                                                                                                   |

**The terms, conditions and procedures for applying are as follows:**

**A) Method of Submission of Application**

Interested and qualified candidates may submit their application online through the link provided in the menu - '**RECRUITMENT 2025**' of our website [www.milmatrcmpu.com](http://www.milmatrcmpu.com) **up to 5 PM of 27-11-2025 (17.00 Hrs- Indian Standard Time)**. Applications submitted by any other means including post, e-mail, courier, by hand etc. will not be accepted. Only one application will be accepted from one candidate for one post. Candidates can apply for more than one category of post according to their eligibility by remitting separate application fee for each post. Applications will not be accepted after the above deadline.

|                                                                                                              |
|--------------------------------------------------------------------------------------------------------------|
| <p><b>The candidates can apply online from 11.00 AM (11.00 Hrs- Indian Standard Time) of 06-11-2025.</b></p> |
|--------------------------------------------------------------------------------------------------------------|

**A.1) List of Documents to be uploaded by the candidates at the time of applying**

**Table -D**

| Sl. No. | Name of File/Document to be uploaded                                                                                                                              |
|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1       | Recent Passport size photograph                                                                                                                                   |
| 2       | Aadhaar Card or Voter's ID card or Driving License or Indian Passport                                                                                             |
| 3       | Certificates prescribed in Table– L of this Notification for availing reservation. (if applicable)                                                                |
| 4       | Certificates prescribed in Table– M of this Notification for availing age relaxation. (if applicable)                                                             |
| 5       | Certificate prescribed under the sub heading – (G) 'weightage' of this Notification in the case of Dairy farmers and their dependents. (if applicable)            |
| 6       | Certificates to prove academic qualification and experience as prescribed in Table A or Table B or Table C (as applicable to the applicant) of this Notification. |

**A.2) Application Fee**

The application fee needs to be remitted by the candidates for each post is given below:

**Table-E**

| Sl.No. | Category of Posts                                                                            | Category of Applicants                                                                                                                          | Application Fee |
|--------|----------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| 1      | Officer category under Staff Regulations - posts given in Table - A (from Sl. No. 1 to 12)   | General, OBC, Physically Handicapped, Ex-servicemen, Permanent serving employees of member APCOS, Dairy farmers and dependents of Dairy farmers | Rs.1000/-       |
|        |                                                                                              | SC/ST                                                                                                                                           | Rs.500/-        |
| 2      | Non Officer category under Standing Orders - posts given in Table – B (from Sl. No. 1 to 10) | General, OBC, Physically Handicapped, Ex-servicemen, Permanent serving employees of member APCOS, Dairy farmers and dependents of Dairy farmers | Rs.700/-        |
|        |                                                                                              | SC/ST                                                                                                                                           | Rs.350/-        |
| 3      | Plant Assistant category under Standing Orders - post given in Table – C (Sl. No. 1)         | General, OBC, Physically Handicapped, Ex-servicemen, Permanent serving employees of member APCOS, Dairy farmers and dependents of Dairy farmers | Rs.500/-        |
|        |                                                                                              | SC/ST                                                                                                                                           | Rs.250/-        |

All fees paid are non-refundable. This applies under all circumstances, including but not limited to ineligibility, disqualification, rejection of application, withdrawal by the candidate or failure to appear for the written test or further proceedings. Separate application with fee needs to be submitted if the applicant applies for more than one post.

**B) Method of Selection**

The selection of candidates to the invited posts (Table-A, Table-B & Table-C) will be done through Written Test/Skill Test/ Group Discussion and Interview as applicable for each post. The Job Description, Syllabus for Written Test, Recognition of academic qualifications, Format of experience certificate, Format of Employment certificate to be issued by the concerned authorities of APCOS affiliated to TRCMPU Ltd. in the case of APCOS employees, Certificate to be issued by the concerned authorities of APCOS affiliated to TRCMPU Ltd. in the case of Dairy farmers and their dependents are published along with this Recruitment Notification.

**B.1) The Mode of Test, Proportion of Marks and Language of Written Test etc. are given below**

**Table – F: OFFICER CATEGORY (under Staff Regulations)**

| Method of Tests and Marks- Staff Regulations (Officer Cadre) |                                     |                                         |              |               |              |               |               |            |                               |                        |             |                          |
|--------------------------------------------------------------|-------------------------------------|-----------------------------------------|--------------|---------------|--------------|---------------|---------------|------------|-------------------------------|------------------------|-------------|--------------------------|
| Sl. No                                                       | Name of Post                        | Vacancies to be notified<br>(Estimated) | Written test |               |              |               |               | Skill Test | Group Discussion<br>(Maximum) | Interview<br>(Maximum) | Total Marks | Language of written test |
|                                                              |                                     |                                         | Objective    |               | Subjective   |               | Maximum Marks |            |                               |                        |             |                          |
|                                                              |                                     |                                         | Core Subject | Other Subject | Core Subject | Other Subject |               |            |                               |                        |             |                          |
| 1                                                            | Assistant Engineer                  | 6<br>(Electrical-3, Mechanical-3)       | 60%          |               | 40%          |               | 70            | ✓          | 30                            | 20                     | 120         | English                  |
|                                                              |                                     |                                         | 75%          | 25%           | 75%          | 25%           |               |            |                               |                        |             |                          |
| 2                                                            | Assistant Marketing Officer         | 7                                       | 60%          |               | 40%          |               | 70            | x          | 30                            | 20                     | 120         | English                  |
|                                                              |                                     |                                         | 75%          | 25%           | 75%          | 25%           |               |            |                               |                        |             |                          |
| 3                                                            | Assistant Dairy Officer             | 15                                      | 60%          |               | 40%          |               | 70            | ✓          | 30                            | 20                     | 120         | English                  |
|                                                              |                                     |                                         | 75%          | 25%           | 75%          | 25%           |               |            |                               |                        |             |                          |
| 4                                                            | Assistant HRD Officer               | 2                                       | 30%          |               | 70%          |               | 70            | x          | 30                            | 20                     | 120         | English                  |
|                                                              |                                     |                                         | 75%          | 25%           | 75%          | 25%           |               |            |                               |                        |             |                          |
| 5                                                            | Assistant Quality Assurance Officer | 4                                       | 60%          |               | 40%          |               | 70            | ✓          | 30                            | 20                     | 120         | English                  |
|                                                              |                                     |                                         | 75%          | 25%           | 75%          | 25%           |               |            |                               |                        |             |                          |
| 6                                                            | Assistant Veterinary Officer        | 4                                       | 60%          |               | 40%          |               | 70            | ✓          | 30                            | 20                     | 120         | English                  |
|                                                              |                                     |                                         | 75%          | 25%           | 75%          | 25%           |               |            |                               |                        |             |                          |
| 7                                                            | Junior Systems Officer              | 2                                       | 60%          |               | 40%          |               | 70            | ✓          | 30                            | 20                     | 120         | English                  |
|                                                              |                                     |                                         | 75%          | 25%           | 75%          | 25%           |               |            |                               |                        |             |                          |

**Table – G : NON - OFFICER CATEGORY (under Standing Orders)**

| Method of Tests and Marks- Standing Orders (Workmen Cadre) |                                                                   |                                                           |              |               |              |               |               |            |                                  |                          |             |                     |
|------------------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------|--------------|---------------|--------------|---------------|---------------|------------|----------------------------------|--------------------------|-------------|---------------------|
| Sl. No                                                     | Name of Post                                                      | Vacancies to be notified (Estimated)                      | Written test |               |              |               |               | Skill Test | Group Discussion (Maximum Marks) | Interview(Maximum Marks) | Total Marks | Language of test    |
|                                                            |                                                                   |                                                           | Objective    |               | Subjective   |               | Maximum Marks |            |                                  |                          |             |                     |
|                                                            |                                                                   |                                                           | Core Subject | Other Subject | Core Subject | Other Subject |               |            |                                  |                          |             |                     |
| 1                                                          | System Supervisor                                                 | 2                                                         | 60%          |               | 40%          |               | 100           | ✓          | x                                | x                        | 100         | English             |
|                                                            |                                                                   |                                                           | 75%          | 25%           | 75%          | 25%           |               |            |                                  |                          |             |                     |
| 2                                                          | Junior Assistant                                                  | 12                                                        | 60%          |               | 40%          |               | 100           | ✓          | x                                | x                        | 100         | English & Malayalam |
|                                                            |                                                                   |                                                           | 50%          | 50%           | 50%          | 50%           |               |            |                                  |                          |             |                     |
| 3                                                          | Technician Gr. II (MRAC, Electrician, Electronics, Boiler/Fitter) | 17 (MRAC-4, Electrician-5, Electronics-4,Boiler/Fitter-4) | 100 %        |               | x            | x             | 100           | ✓          | x                                | x                        | 100         | English             |
|                                                            |                                                                   |                                                           | 75%          | 25%           |              |               |               |            |                                  |                          |             |                     |
| 4                                                          | Lab Assistant                                                     | 4                                                         | 100 %        |               | x            | x             | 100           | ✓          | x                                | x                        | 100         | English             |
|                                                            |                                                                   |                                                           | 75%          | 25%           |              |               |               |            |                                  |                          |             |                     |
| 5                                                          | Marketing Assistant                                               | 3                                                         | 60%          |               | 40%          |               | 70            | x          | 30                               | 20                       | 120         | English             |
|                                                            |                                                                   |                                                           | 75%          | 25%           | 75%          | 25%           |               |            |                                  |                          |             |                     |
| 6                                                          | Junior Supervisor (P&I)                                           | 23                                                        | 60%          |               | 40%          |               | 70            | x          | 30                               | 20                       | 120         | English & Malayalam |
|                                                            |                                                                   |                                                           | 75%          | 25%           | 75%          | 25%           |               |            |                                  |                          |             |                     |
| 7                                                          | Secretarial Assistant                                             | 3                                                         | 60%          |               | 40%          |               | 100           | ✓          | x                                | x                        | 100         | English & Malayalam |
|                                                            |                                                                   |                                                           | 50%          | 50%           | 50%          | 50%           |               |            |                                  |                          |             |                     |

**Table – H : PLANT ASSISTANT CATEGORY ( under Standing Orders)**

| Standing Orders (Plant Assistant Category) |                                   |                    |               |                 |               |                 |               |            |                                     |                          |             |                          |
|--------------------------------------------|-----------------------------------|--------------------|---------------|-----------------|---------------|-----------------|---------------|------------|-------------------------------------|--------------------------|-------------|--------------------------|
| Sl. No                                     | Name of Post                      | Vacancies notified | Written test  |                 |               |                 |               | Skill Test | Group Discussion<br>(Maximum Marks) | Interview(Maximum Marks) | Total Marks | Language of Written Test |
|                                            |                                   |                    | Objective     |                 | Subjective    |                 | Maximum Marks |            |                                     |                          |             |                          |
|                                            |                                   |                    | Core Subjects | Allied Subjects | Core Subjects | Allied Subjects |               |            |                                     |                          |             |                          |
| 1                                          | Driver cum Office Attendant Gr II | 1                  | 75%           | 25%             | x             | x               | 100           | ✓          | x                                   | x                        | 100         | Malayalam                |
| 2                                          | Plant Assistant Gr. III           | 93                 | 100%          |                 | x             | x               | 100           | ✓          | x                                   | x                        | 100         | Malayalam                |
|                                            |                                   |                    | 75%           | 25%             |               |                 |               |            |                                     |                          |             |                          |

**The minimum cut off marks for the Written Test for all the categories will be 50%.** There will be negative marks for wrong answers and for every wrong answer, 0.25 marks will be deducted in case of objective questions. The duration of the written test will be 2 or 3 hours depending upon the category. The medium of tests for all the posts other than the post of Junior Assistant, Junior Supervisor (P&I), Secretarial Assistant, Driver cum Officer Attendant Gr II and Plant Assistant Grade III shall be in English. In the case of Junior Assistant, Junior Supervisor (P&I) and Secretarial Assistant posts, the medium of Written Test shall be in English and Malayalam. The medium of Written Test for the post of Driver cum Officer Attendant Gr II and Plant Assistant Grade III shall be in Malayalam only. Those who qualify the Written Test will be called for Group Discussion / Skill Test / Interview, whichever is applicable, according to ratio as detailed in Table I, Table J & Table K.

## **B.2) Certificate Verification**

Candidates who qualify the Written Test shall have to produce the original certificates (along with one photocopy attested by a Gazetted Officer) to prove academic qualification, date of birth, work experience (in prescribed format as mentioned in the website), proof of citizenship (Aadhar Card or Electoral Identity Card or Indian Passport or Driving License), eligibility for reservation, weightage and

relaxation in age limit and other relevant documents at the time of certificate/credential verification. Candidates are required to upload scanned copies of all original documents listed in Table-D of this Recruitment Notification carefully, accurately and as per the instructions given. The certificates should be either in English or in Malayalam language. Certificates in other languages shall be accompanied by English translation certified by a competent statutory authority. Those who fail to produce the above applicable documents at the time of certificate/credential verification will not be eligible for participating in the further recruitment proceedings like Group Discussion / Skill Test / Interview etc., whichever is applicable.

### **B.3) Post Written Test – Ratio**

**Ratio for qualification to the advanced level of the Recruitment Process shall be based on the Written Test.**

The details of Ratio for selection of number of candidates to the advanced level, based on the Written Test are detailed in Table-I, Table-J & Table-K given below.

#### **Table – I : OFFICER CATEGORY (under Staff Regulations)**

The minimum proportionate ratio for the below mentioned posts shall be prepared in proportion to the ratio of **1:5**. (Here 1 stands for vacancy and 5 stands for the number of candidates to be included in the list.)

| SI No | Name of Post                        | Vacancies to be notified (estimated) | Ratio |
|-------|-------------------------------------|--------------------------------------|-------|
| 1     | Assistant Engineer (Mechanical)     | 3                                    | 1:5   |
| 2     | Assistant Engineer (Electrical)     | 3                                    | 1:5   |
| 3     | Assistant Marketing Officer         | 7                                    | 1:5   |
| 4     | Assistant Dairy Officer             | 15                                   | 1:5   |
| 5     | Assistant HRD Officer               | 2                                    | 1:5   |
| 6     | Assistant Quality Assurance Officer | 4                                    | 1:5   |
| 7     | Assistant Veterinary Officer        | 4                                    | 1:5   |
| 8     | Junior Systems Officer              | 2                                    | 1:5   |

#### **Table – J : NON - OFFICER CATEGORY (under Standing Orders)**

The minimum proportionate ratio for the below mentioned posts shall be prepared in proportion to the ratio of either 1:5 or 1:3 as detailed in the below Table. (Here 1 stands for vacancy and 3 or 5 stands for the number of candidates to be included in the list.)

| SI No | Name of Post                      | Vacancies to be notified (estimated) | Ratio |
|-------|-----------------------------------|--------------------------------------|-------|
| 1     | System Supervisor                 | 2                                    | 1:5   |
| 2     | Junior Assistant                  | 12                                   | 1:3   |
| 3     | Technician Grade II (MRAC)        | 4                                    | 1:3   |
| 4     | Technician Grade II (Electrician) | 5                                    | 1:3   |

|    |                                   |    |     |
|----|-----------------------------------|----|-----|
| 5  | Technician Grade II (Electronics) | 4  | 1:3 |
| 6  | Technician Grade II (Boiler)      | 4  | 1:5 |
| 7  | Lab Assistant                     | 4  | 1:3 |
| 8  | Marketing Assistant               | 3  | 1:3 |
| 9  | Junior Supervisor P&I             | 23 | 1:3 |
| 10 | Secretarial Assistant             | 3  | 1:3 |

**Table – K : PLANT ASSISTANT CATEGORY ( under Standing Orders)**

The minimum proportionate ratio for the below mentioned post shall be prepared in proportion to the ratio of 1:3 as detailed in the below Table. (Here 1 stands for vacancy and 3 stands for the number of candidates to be included in the list.)

| Sl. No. | Name of Post                | Vacancies notified | Ratio |
|---------|-----------------------------|--------------------|-------|
| 1       | Driver cum Office Attendant | 1                  | 1:3   |
| 2       | Plant Assistant Gr. III     | 93                 | 1:3   |

### **C) Educational Qualifications and Experience**

The experience certificate should be from reputed firms and in the prescribed format enclosed along with this notification attested by concerned Enforcement Officer under any relevant statutes or by the Department of Labour, Govt. of Kerala or any other designated authorities. Training period and Apprenticeship will not be considered as post qualification work experience. In case, if the experience certificate is issued by the Managing Directors of KCMMF Ltd / Regional Unions of MILMA or the appropriate authorities of public sector institutions of Government of Kerala / Government of India; attestation of Enforcement Officer is not necessary. In case of experience certificates issued by the authorities/companies abroad, it will be considered only as per the decision of the Recruitment Committee. In case of candidates who possess higher academic qualification without minimum basic academic qualification prescribed in this notification, their candidature are liable to be rejected. During certificate / Credential verification, if the certificates produced by the candidates does not confirm in case of academic qualifications and / or experience, those applications will be deemed to be summarily rejected and no claim/grievance will be entertained in this regard.

#### **D) Reservation**

**Table – L**

| <b>Sl. No</b> | <b>Category</b>                                                                                   | <b>Reservation</b>                  | <b>Certificates Required to be uploaded</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------|---------------------------------------------------------------------------------------------------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1             | SC/ST Candidates                                                                                  | 10% of the total Notified vacancies | Certificate from Revenue authorities stating that the candidate is included in SC/ST category.                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 2             | Physically Handicapped Candidates                                                                 | 4 % of the total Notified vacancies | Certificate of Disability issued by the authorized Government authority.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 3             | Permanent serving employees of Anand Pattern Co-operative Milk Societies affiliated to TRCMPU Ltd | 50% of the vacancies in all posts.  | Certificate in the prescribed Format issued in Letter Head of the APCOS signed jointly by the President and Secretary of the Member Society stating that the candidate is a permanent employee of the Society with 3 years' regular service in the society and is continuing in service. If the applicant is the Secretary, the above certificate shall be signed jointly by the President and one Director of the Member Society. The certificate issued by the Society in both the cases shall be attested by the concerned Head of the District P&I Unit of TRCMPU Ltd. |

***The reservation is allowed for the candidates only in any one of the above category.***

The candidates who come under the reservation category mentioned in Table – L above shall upload the original certificates prescribed in Table – L at the time of applying for availing reservation benefit. **The minimum cut-off mark of 50% is applicable to all.** If there is shortage/ un-availability of qualified and successful candidates from the APCOS Employees category of member societies in the rank list, the vacancies reserved for them shall be filled up from the general open category. These passed over vacancies will not be compensated later. All reservations shall be subject to the provisions contained in the Kerala Co-operative Societies Act and Rules.

#### **E) Citizenship Requirement**

Only Indian citizens are eligible to apply in response to this notification.

#### **F) Age Limit & Age Relaxation**

General category candidates must have completed 18 years of age and must not have completed 40 years of age as on 01-01-2025, the first day of the Calendar year on which this Recruitment Notification is being published (eligible date of birth from 02-01-1985 to 01-01-2007). Candidates shall recheck the Date of Birth in online application for its correctness.

Relaxation in upper age limit will be given to the following categories if they upload the original documents shown below at the time of application. Those who do not upload the valid documents at the time of applying, they will not be eligible for age relaxation benefit and will be considered as General category candidates.

**F.1) Categories eligible for age relaxation****Table - M**

| <b>Category</b>                                                                                    | <b>Quantum of Relaxation</b>                                                                       | <b>Original Document to be uploaded (in English or Malayalam language)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ex-servicemen                                                                                      | <b>3 years</b><br>(Eligible date of birth from 02-01-1982 to 01-01-2007)                           | Certificate from the Defense Authorities of India                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| SC/ST candidates                                                                                   | <b>5 years</b><br>(Eligible date of birth from 02-01-1980 to 01-01-2007)                           | Certificate from Revenue authorities stating that the candidate is included in SC/ST category.                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| OBC candidates                                                                                     | <b>3 years</b><br>(Eligible date of birth from 02-01-1982 to 01-01-2007)                           | Certificate from Revenue authorities stating that the candidate is included in OBC category.                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Permanent serving employees of Anand Pattern Co-operative Milk Societies affiliated to TRCMPU Ltd. | Upper age limit will be <b>50 years.</b><br>(Eligible date of birth from 02-01-1975 to 01-01-2007) | Certificate in the prescribed Format issued in Letter Head of the APCOS signed jointly by the President and Secretary of the Member Society stating that the candidate is a permanent employee of the Society with 3 years' regular service in the society and is continuing in service. If the applicant is the Secretary, the above certificate shall be signed jointly by the President and one Director of the Member Society. The certificate issued by the Society in both the cases shall be attested by the concerned Head of the District P&I Unit of TRCMPU Ltd. |

**G) Weightage of marks for Dairy farmers & their dependents (Member societies)**

The Government of Kerala vide G.O.(Rt) No.144/2025/DD dated 01.11.2025 approved the provision for providing weightage as per the norms approved by the General Body Meeting (final authority of the Union as per Section 27 of the Kerala Cooperative Societies Act) of TRCMPU Ltd. in case of Dairy farmers & their dependents of member societies of TRCMPU Ltd. The Dairy Farmers who are the members of the APCOS affiliated to TRCMPU Ltd., or the Dependents of Dairy Farmers who are the members of the APCOS affiliated to TRCMPU Ltd. are eligible for a weightage of marks at the rate of a maximum of 10% of the marks secured by the candidates in the Written Test, subject to fulfillment of eligibility conditions.

Certificate in the prescribed Format issued in the Letter Head of the APCOS, jointly signed by the President, Secretary and one Director Board Member of the Member Society stating that the candidate is a Dairy Farmer and a member of the APCOS affiliated to TRCMPU Ltd. or the Candidate is a dependent of the Dairy Farmer who is member of the APCOS affiliated to TRCMPU Ltd. and other particulars. The certificate issued by the Society shall be attested by the concerned Head of the District P&I Unit of TRCMPU Ltd.

***The candidate/s can either opt for Reservation or Weightage and shall not be eligible for both.***

#### **H) Medical Fitness**

The successful candidates who become eligible for the posts of Technician Grade II (Electrician/Electronics/MRAC/Boiler/Fitter), Lab Assistant and Plant Assistant Grade III, Driver cum Office Attendant Gr II shall be physically fit for the job. In order to assess the physical fitness of such candidates, a Medical Board comprising of Registered Medical Practitioners will be constituted. The successful candidates must appear before the Medical Board for physical examination and if found medically unfit; they will not be allowed to proceed for further recruitment proceedings.

#### **I) Transfer/Deputation**

The service is liable to be transferred to any of the Units/Offices/positions of the Thiruvananthapuram Regional Co-operative Milk Producers' Union Ltd., either during or after the period of probation.

No claim or right for a transfer/deputation/mutual absorption to the sister Unions namely Ernakulam Regional Co-operative Milk Producers' Union Ltd or Malabar Regional Co-operative Milk Producers' Union Ltd or to the apex body, Kerala Co-operative Milk Marketing Federation Ltd will be entertained by the TRCMPU Ltd., under any circumstances.

#### **J) Contract of Service and Bond**

Selected Candidates have to execute a contract of service (in the prescribed format) in favour of TRCMPU Ltd. agreeing to serve the TRCMPU Ltd for a minimum period of three years. In the event of leaving/abandoning/abstaining/resigning from the services of the TRCMPU Ltd. before the expiry of three years, liquidated damages applicable to each category of post have to be paid by the candidates. The contract shall be executed on a surety bond in such form and manner as will be prescribed by TRCMPU Ltd, or on submission of fixed cash deposit receipt of a nationalized bank pledged along with interest, in favour of Managing Director, TRCMPU Ltd. The selected candidate is bound to follow the instructions of the Union, in this regard as may be amended from time to time.

#### **K) Training**

The selected candidates shall undergo a compulsory residential Orientation/Induction training Programme organized by TRCMPU Ltd., Orders of posting to various units under TRCMPU Ltd. will be issued upon successful completion of the training programme.

#### **L) One and the Same Certificate**

Candidates are required to fill their Name and Address in the online application form strictly and carefully in the same manner as given in their Aadhaar card, only if the same in Aadhaar card is correct. If the Name and Address given in Aadhaar card is incorrect, candidates shall have to fill the Name and Address as per any other ID proofs (Voters ID/ Driving License/ Indian Passport). The Name and Address given by the candidate/s in the application form shall be considered as final. The Name and Address of candidates in all the ID Proofs and SSLC book or equivalent certificate shall be one and the same. In case of any difference found in Aadhaar card and any other certificate(s) including Voters ID or Driving License or Indian Passport or SSLC Book / equivalent certificate or academic qualification certificates, the candidate must have to provide “One and the Same” certificate from the competent authorities at the time of certificate/credential verification.

#### **M) Publication and Validity of Rank List**

The rank list of each category of post will be published separately after the entire process of the Recruitment is completed. **No separate rank list will be published for Written Test/Group Discussion/ Interview.** The validity of the Rank list shall be of two years (2 years) from the date of publication of the Rank List. Appointments will be made to the notified vacancies.

#### **N) General**

Dearness Allowance (DA) as per the notification issued by the Government of India at the rate of 39% of the Basic pay is applicable at present. The revision in DA will be applicable as per the Government of India rates. Apart from the DA, all the above notified posts carry HRA at the rate of 10% of the Basic Pay, Contributory EPF & ESI (as applicable), Gratuity, perquisite and other service benefits as per the rules of the Thiruvananthapuram Union. Persons who have been dismissed or discharged from the permanent service of KCMMF or the three Regional Milk Unions under KCMMF are not eligible to apply to any of the posts notified in this Recruitment Notification. Persons who have been convicted by a Court of Law for any criminal offence or antinational activities and the like are not eligible for appointment. Candidates who are not able to satisfy the appointing authority of his / her character and antecedents will not be eligible for appointment.

The Recruitment processes shall be conducted as per the Recruitment & Promotion Rules applicable to the Union & as per the guidelines issued by the Government of Kerala with regard to Recruitment.

Candidates are advised not to depend upon Social Media other than those directly managed by MILMA especially on the matters related to this Recruitment.

Applicants shall take a print out of their application acknowledgement with Register Number for future use.

All future communications after submission of the online application will be done ONLY through the mobile/whatsapp number and email ID given by the candidate at the time of applying. Therefore, candidates are requested to check their emails/SMS and whatsapp frequently. No communication in hardcopy will be served to the candidates. All announcements with regard to Recruitment as per this notification will only be published in our website **www.milmatrcmpu.com** and will not be published in any media including print media. So candidates are advised to regularly visit our website for all sorts of information.

**Online registration of application starts: 06-11-2025, 11.00 AM**

**Last date of closing of online application: 27-11-2025, 5.00 PM**

(Sd/-)  
**ASIF K. YUSUF IAS**  
**Convener, Recruitment Committee &**  
**Managing Director, KCMMF Ltd. (MILMA)**

Enclosures:   1. Job Description  
                  2. Syllabus of Written Test  
                  3. Format of Experience Certificate  
                  4. Format of Certificate for weightage  
                  5. Format of Employment Certificate in the case of APCOS employees  
                  6. Recognition of Qualifications