VERKA

MILKFED RECRUITMENT NOTICE

The Punjab State Cooperative Milk Producers' Federation Ltd. (Verka) invites applications from eligible and interested candidates for the recruitment of Deputy Managers in different disciplines:- **Deputy Manager (Marketing) -15, Deputy Manager (Finance & Accounts)-02, Deputy Manager (Human Resources)-04, Deputy Manager (Purchase/Store)-07, Deputy Manager (Procurement)-07, Deputy Manager (Animal Nutrition)- 08, Deputy Manager (Animal Husbandry)-18, Deputy Manager (Production)-53, Deputy Manager (Quality Assurance)- 14, Deputy Manager (Engineering)-17, Deputy Manager (Electrical)-01, Deputy Manager (Civil)-13, Deputy Manager(System & MIS)-08, Deputy Manager (Seed multiplication)-02, Deputy Manager (SCDL)-03**

The selected candidates shall be on probation for initial period of 2 years, which may be extended further by the appointing authority as per the applicable rules. All requisite details of the posts, qualifications, salary and process of submitting applications shall be available under "Career Section" of our website: https://verka.coop/career/ from next day.

The last date for online registration of application is 25.08.2026 at 11.59 PM.

Managing Director,
Milkfed Punjab

THE PUNJAB STATE COOPERATIVE MILK PRODUCER'S FEDERATION LIMITED
S.C.O. No. 153-155, SECTOR 34-A CHANDIGARH - 160022

MILKFED RECRUITMENT NOTICE

IMPORTANT DATES

Event	Date
Start date for ONLINE Registration of application form	05.08.2026 (after 12 noon)
Last date for ONLINE Registration of application form	25.08.2026 (upto 11.59 PM)
Last date for submission of fee	28.08.2026 (upto 11.59 PM)
Date of written test	Will be uploaded on the website

The Punjab State Cooperative Milk Producers' Federation Ltd. (Verka) invites online applications for filling up various posts of Deputy Managers in different disciplines for its various Milk dairies/Units across the state of Punjab and branch offices located in different locations of India, as detailed below:-

Sr. No.	Name of Post	Qualification	No. of posts
1	Deputy Manager (Marketing)	MBA in Marketing or equivalent from a recognized university/ institute.	**15** (SC (M&B)-03, ESM SC(R&O) -01, BC as per backlog-01, BC-01, ESM as per backlog-01, ESM-01, PWD-01, UR-05, Sports-01)
2	Deputy Manager (Finance & Accounts)	CA / ICWA / ICFA from a recognized university / institute or CA inter qualified with 4 years' experience in the relevant field.	**02** (SC(M&B) as per backlog-02)
3	Deputy Manager (Human Resources)	MBA in Human Resource management /Graduate in law with having diploma in personnel management / IR	**04** (SC(R&O)-01, SC (M&B) as per backlog-01, BC-01, ESM-01)
4	Deputy Manager (Purchase/Store)	MBA with specialization in Material Management or equivalent from a recognized university or B.Tech (Mechanical/ Electrical/ Production Engineering/Dairy technology)	**07** (SC(M&B) as per backlog-02, SC(R&O)-02, BC-01, PWD-01, EWS-01)
5	Deputy Manager (Procurement)	B.Tech (Dairy Technology) / M.Tech (Dairy Technology) from a recognized University	**07** (SC(M&B) as per backlog-01, ESM SC(M&B)-01, SC(M&B)-02, BC-02, PWD as per backlog-01)
6	Deputy Manager (Animal Nutrition)	M.Sc. (Animal Nutrition) / M.VSc (Animal Nutrition)	**08** (SC(M&B)-01,SC(R&O)-01, BC-01, UR-04, ESM-01)
7	Deputy Manager (Animal Husbandry)	B.VSc.& AH from a Recognized University/ institute	**18** (SC(M&B) as per backlog-01, SC(M&B)-03, ESM SC(R&O)-01, BC as per backlog -01, BC-01, ESM-02, PWD-01, EWS-02, UR-05, Sports-01)

8	Deputy Manager (Production)	B.Tech (Dairy Technology) / M.Tech (Dairy Technology) from a recognized University / Institute	**53** (ESM SC (M&B) as per backlog-01, Sports SC (M&B)as per backlog-01, Sports as per backlog-01, SC (M&B) as per backlog-01, SC (M&B)-09,SC (R&O)-01, ESM SC (R&O)-03,ESM BC-02, BC-05, ESM as per backlog-04, ESM-03, PWD as per backlog-02, PWD-02, EWS-06, FF-01, UR-11)
9	Deputy Manager (Quality Assurance)	B.Tech (Dairy Technology) /M.Tech (Dairy Technology /Dairy Chemistry/ Dairy Microbiology) / Ph. D(Dairy Chemistry/Dairy Microbiology) from a recognized University/ institute	**14** (SC (M&B) as per backlog- 01,SC(M&B)-01, ESM SC (M&B) as per backlog-01, ESM BC-01, BC as per backlog-02, ESM as per backlog-02, ESM-01, PWD as per backlog-01, EWS-03, Sports -01)
10	Deputy Manager (Engineering)	B.Tech(Mechanical/ Electrical /Instrumentation) / M.Tech (Dairy Engineering)	**17** (SC (M&B)-03, ESM SC (R&O) -01, BC-02, BC as per backlog-01, ESM-01, PWD-01, EWS-01, UR-06, Sports-01)
11	Deputy Manager (Electrical)	B.Tech. Electrical	**1** (UR-01)
12	Deputy Manager Civil	B.Tech Civil Engineering	**13** (SC(M&B)-02,SC(R&O)-02, BC-01, ESM-02, PWD-01, EWS- 01, UR-04)
13	Deputy Manager (System & MIS)	B.Tech. in IT / Computer Sciences or M.Tech in IT / Computer Sciences or MCA from a recognized university / institute	**08** (SC (M&B)-02, BC-01, ESM as per backlog-01, ESM-01, PWD- 01, UR-02)
14	Deputy Manager (Seed multiplication)	M.Sc.(Agronomy) from recognized University/Institute	**02** (SC (M&B)-01, UR-01)
15	Deputy Manager (SCDL)	Master in (Chemistry/Dairy Chemistry/Biochemistry)	**03** (SC (M&B)-01, UR-02)

UR=Unreserved, SC=Scheduled Caste, BC=Backward Class, PwD=Persons with Disabilities, ESM=Ex. Serviceman, EWS=Economically Weaker Section, FF=Freedom Fighter

DT=Dairy Technology, B.V.Sc.&AH=Bachelor of Veterinary Science and Animal Husbandry, M.VSc(Animal Nutrition)=Master of Veterinary Science in Animal Nutrition, CA=Chartered Accountant, ICWA=Institute of Cost and Works Accountants, ICFA= Chartered Financial Analyst

SELECTION PROCEDURE

1. Selection for these posts shall be based on written test and experience.
2. The medium of written test will be English except for the questions on Punjabi Language.
3. The written test shall be conducted for all applicant candidates in Chandigarh only.

The test will be of 2 hours duration consisting of 100 MCQs spread over 5 components/ sections. Each question will carry one mark, maximum marks 100.

4. There shall be additional negative marking to the tune of 0.25 marks for every wrong answer.
5. The final merit shall be determined on the basis of the sum total of the following two components:
   i) 80% of the marks obtained in written examination (i.e. 80% weightage) and
   ii) the marks awarded for the relevant work experience (maximum marks 20)
   iii) The work experience must be in any Government/Semi-Government/ Cooperative/ Public Sector organisation whether on regular/ outsourced/ contractual basis in the relevant field and on the same/equivalent post as the post applied for which the marks shall be awarded as per the criteria given below:
      a. Experience marks shall be awarded up to a maximum of 20 marks.
      b. Experience less than three completed months shall not be counted.
      c. For every completed three months of relevant experience = 1 marks
      d. For every completed 1 year but less than 15 months = 4 marks
      e. For every completed 2 years but less than 27 months = 8 marks
      f. For every completed 3 years but less than 39 months = 12 marks
      g. For every completed 4 years but less than 51 months = 16 marks
      h. For every completed 5 years or more = 20 marks
6. Only experience acquired by the candidate up to the last date of submission of applications shall be considered for award of marks for experience. The experience claimed by the candidate must be supported by documentary proof and shall be subject to verification by Milkfed at the time of selection process.
7. Only post-qualification experience acquired after obtaining the minimum prescribed educational qualification for the post shall be considered.
8. Any question relating to recognition, equivalence, interpretation or acceptability of educational qualifications and experience shall be decided by a Committee constituted by Milkfed, whose decision shall be final and binding.
9. The determination of whether the experience claimed by a candidate is relevant to the post applied for shall be made by Milkfed and its decision shall be final.
10. Milkfed shall have the right to independently verify the experience claimed by a candidate at any stage of the recruitment process and may reject any claim found to be false, unverifiable or unsupported by satisfactory documentary evidence.
11. **Content and Approximate Number of Questions in written test will be as under:**

Section	**Component**	**Question**	**Marks**
a)	Language Proficiency: Punjabi - + English -	10 Questions 10 Questions	20 marks
b)	General Knowledge-History & culture of Punjab, current affairs of National & International importance	10 Questions	10 marks
c)	Practical Computer Proficiency	10 Questions	10 marks
d)	Mental ability/Logical	10 Questions	10 marks

	reasoning/Arithmetic skill		
e)	As per prescribed qualification for job	50 Questions	50 marks

12. The minimum qualifying marks in the written examination for candidates belonging to the Unreserved category shall be 40% of the total marks of the written test.

    The minimum qualifying marks in the written examination for candidates belonging to all reserved categories shall be 35% of the total marks of the written test.

13. The Qualifications obtained through Open and Distance Learning (ODL)/Online mode shall be accepted only if the concerned programme and institution were duly recognized by UGC/AICTE/DEC/Distance Education Bureau or any other competent statutory authority for the relevant period.
14. Where the concerned statutory regulator does not recognize acquisition of the qualification through distance mode, such qualification shall not be accepted.
15. The candidate must possess the prescribed educational qualification and other eligibility conditions on or before the last date prescribed for submission of online applications.

IMPORTANT INSTRUCTIONS FOR CANDIDATES

1. The Qualification of Punjabi up to Matric Standard for direct recruitment shall be compulsory. The candidate must possess the Qualification of Punjabi up to Matric Standard on or before the last date prescribed for submission of online applications. Proof of this is an essential pre requisite at the time of counselling/document verification.
2. **Age:** 18 to 45 years as on 01.07.2026.
3. All candidates applying for these posts will be treated provisionally eligible for appearing in the competitive examination. Acceptance of application at this stage and allotment of Roll Number by Milkfed does not indicate acceptance of candidature by Milkfed since there is no scrutiny of documents before the written test.
4. The application forms of the candidates who clear the cutoff criteria will be scrutinized after the conduct of the written examination. The application forms and other relevant documents, certificates etc. of the candidates shall be examined to determine their eligibility. Candidates not meeting the eligibility criteria will be rejected after scrutiny process or at any time thereafter if found ineligible.
5. No travelling expenses shall be admissible to the candidates for appearing in the written examination, counselling/document verification or any other stage of the recruitment process.
6. All documents submitted during document verification/counselling shall be self-attested by the candidate.
7. Every candidate shall submit an undertaking in the form of affidavit at the time of document verification declaring that all information and documents furnished by him/her are true and correct and that no material fact has been concealed. In case any information or document is subsequently found to be false, fabricated or suppressed, the candidature/selection shall be liable to cancellation and such further action as may be considered appropriate under the applicable rules.
8. **Educational Qualifications as** mentioned against the posts must be from recognized

University/Institute. Milkfed reserves the right to verify the authenticity of the educational certificates submitted by the candidates at any stage.

9. **Application Fee:** Non-Refundable application fee is Rs. 1000/- for all categories other than SC, EWS & PwD. For SC, EWS & PwD candidates fee is Rs. 600/-
10. **Multiple Applications:** Candidates willing to apply for more than one post shall be required to submit separate applications for each post along with the requisite fee for each post.
11. A common written examination shall be conducted for the posts of Deputy Manager (Procurement), Deputy Manager (Production) and Deputy Manager (Quality Assurance). However, separate merit lists shall be prepared for each of these posts in accordance with the prescribed selection criteria and applicable reservation roster. Candidates shall be considered only for the post(s) for which they have submitted separate applications along with the prescribed application fee.
12. The result and all information relating to recruitment process shall be uploaded on Milkfed website (https://verka.coop/career/) only. No correspondence of any sort shall be made with candidates separately.
13. Tie-Break:-In the event that two or more candidates secure equal final scores after adding written examination marks and experience marks, the candidate who is older in age shall be placed higher in the order of merit.
14. The Managing Director, Milkfed reserves the right to modify the number of posts advertised and modify or withdraw the recruitment notice without assigning any reason. The decision of the Managing Director, Milkfed shall be absolute and final in this regard.
15. Milkfed will not be responsible for any consequences arising out of furnishing of incorrect and incomplete details in the application form. Such application forms are liable to be rejected.
16. Candidates working in Government/Semi Government/Cooperative organisations shall have to furnish a "No Objection Certificate" from their organisation and shall have to get themselves relieved after resigning from that organisation, before joining Milkfed.
17. **Reservation:** Reservation shall be as per policy/instructions of the Govt. of Punjab. Sports persons seeking reservation under sports quota should apply with sports gradation certificate issued by Director Sports, Punjab as per latest instructions of Govt. of Punjab.
18. The selected candidate will be governed by Service Rules/Standing orders of the Milkfed, Punjab and/or respective laws and related provisions as applicable.
19. Appointment of any selected candidate shall be subject to:

    a) Verification of his/her character and antecedents in such manner as may be considered appropriate by the appointing authority. In case any adverse facts are reported or any information furnished by the candidate is found to be false or suppressed at any stage, the candidature/appointment shall be liable to be cancelled.

    b) Medical fitness, as certified by a Medical Officer not below the rank of Senior Medical Officer or such Medical Authority as may be specified by Milkfed, declaring the candidate medically fit to discharge the duties of the post.

    c) Police verification of the provisionally selected candidates.

20. The selected candidates shall be on probation for initial period of 2 years, which may

be extended further by the appointing authority as per the applicable rules.

21. During probation period, the selected candidates will be liable to be paid minimum basic pay of the said post (which is Rs.56100/-) after statutory deductions, which will not include any other allowances admissible to the regular employee, except travelling allowance, mobile allowance. Consequent upon the regularization of such probationer on the concerned post after satisfactory completion of probation period, he/she shall be allowed regular pay scale of the post plus admissible allowances as per the service rules of Milkfed.

HOW TO APPLY ONLINE

1. Visit the website of Milkfed: https://verka.coop/career/
2. Every successful registration will be allotted a Login id and password.
3. Fill the online application form carefully and correctly. Candidate will have to upload their scanned photograph (Passport size with 80% face) and signature (on white paper only) in the application Performa.
4. Fee will be deposited online prior to submission of online application form.
5. The filled form can be previewed before submission. Once the final submission of the application is done, no change will be allowed thereafter.
6. Candidates are not required to send the hard copy of the application form. But the candidates are advised to keep a print of application form which will be required at the time of counselling/document verification.
7. 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.
8. In case of any problem regarding submission of application, help can be taken by sending his/her problem at Email: milkfedrectt2026@gmail.com which will be disposed off latest by the next working day.

Managing Director
Milkfed Punjab