

SNDF SUPPORT SERVICES PVT. LTD.

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● NATIONALIST DETECTIVE FORCE



- OWL SECURITY SURVEILLANCE
- DETECTIVE INVESTIGATION COURSE
- SPY DEFENCE ACADEMY
- SNDF SECURITY SERVICES
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NDF / SNDF RECRUITMENT RALLY 2026-27: 8,710 GUARD VACANCIES

Date: August 18, 2026

SECTION I: GENERAL INSTRUCTIONS FOR RECRUITMENT & APPLICATION PROCESS

Clause A.1: Application Scope and Submission

- (i) Headquarters invites applications from eligible male candidates of all states of India for recruitment to 8,710 General Duty posts under the NDF / SNDF Recruitment Rally 2026-27.
- (ii) Applications will be submitted through online mode only, and candidates from any state of India are eligible to apply.
- (iii) Candidates must ensure that all information provided during registration is accurate and supported by valid documents, as applications received after the last date will not be considered under any circumstances.
- (iv) All upcoming instructions will be provided through official websites, email, and registered mobile number.

Clause A.2: Mandatory Reading of Notification and Acceptance of Rules

- (i) Before applying for the General Duty (Guard) post, all candidates must carefully read the complete recruitment notification (PDF) from start to finish.
- (ii) If any candidate applies without reading the notification and later raises any dispute or objection regarding eligibility, age, or the selection process, the management will not be responsible.
- (iii) Submitting an online application will be considered as having fully read, understood, and voluntarily accepted all the rules and conditions.

SECTION II: LEGAL RIGHTS, LICENSES, AND AUTHORITY

Clause B.1: Statutory Compliance and Permissions

- (i) To conduct this recruitment, NDF / SNDF holds all legal licenses, registrations, certificates, and permissions from the Ministry of Corporate Affairs (MCA) of the Government of India, the State Home Department, and other necessary departments.
- (ii) According to the rules of the Certificate of Incorporation and e-MOA (Form Number INC-33, Point Number 15) of SNDF Support Services Private Limited, the company has full legal authority to perform the tasks outlined below:
 - (a) To estimate manpower (staff) requirements and to select suitable candidates for training and deployment.
 - (b) To provide and deploy unskilled, semi-skilled, skilled, and trained workers for businesses, industries, security services, and other humanitarian services.
 - (c) The company itself is fully authorized to recruit, select, appoint, train, and deploy manpower.

SECTION III: RECRUITMENT YEAR AND TOTAL VACANCIES

Clause C.1: Recruitment Specifications

- (i) This recruitment process for General Duty (Guard) posts has been released for the year 2026-27.
- (ii) A total of 8,710 (eight thousand seven hundred ten) posts have been fixed in this recruitment.

SECTION IV: APPOINTMENT AND JOB POSTING TERMS

Clause D.1: Work Allocation and Deployment

- (i) Based on these rules and rights, selected candidates can be given work and assigned to NDF / SNDF / OSS / DIC / SDA Departments or any institution, project, office, Government departments, client, or workplace falling under them, according to their qualification, vacancy, type of work, and organizational requirement.
- (ii) All candidates must accept that this appointment and work allocation will be in accordance with the legal rights, service rules, conditions of the institution, and the laws of the country and state.

SECTION V: APPLICATION SCHEDULE

Clause E.1: Important Dates

- (i) Online Registration Start Date: August 20, 2026
- (ii) Online Registration Last Date: September 25, 2026

SECTION VI: OFFICIAL WEBSITE AND COMMUNICATIONS

Clause F.1: Portal Information

- (i) All information related to this recruitment, such as filling out the online form, registration, necessary notifications, admit cards, results, and all other details, will be available only on the official website.
- (ii) Official Website Link: (<https://recruitment.ndfdetective.in/>)
- (iii) All candidates are advised to apply only through this official website and view all updates from here. The organization will not be responsible for information received from any other website, social media, or fake sources.

SECTION VII: ELIGIBILITY CRITERIA (WHO CAN APPLY?)

Clause G.1: Gender Eligibility

- (i) Only male candidates can apply for this recruitment; there is currently no recruitment for female candidates.
- (ii) Whether there will be recruitment for women in the future will be decided based on management requirements.
- (iii) The organization will release separate recruitment for female and transgender candidates later as needed, which will be notified separately.

(iv) Therefore, only males should apply in this recruitment for now, and female and transgender candidates should wait for the separate recruitment of their category.

SECTION VIII: RECRUITMENT ADVERTISEMENT DETAILS

Clause H.1: General Overview

Sr. No.	Parameter / Detail	Description / Information
(i)	Category	NDF / SNDF
(ii)	Total Vacancies	8,710 posts
(iii)	Post Name	General Duty (Guard) [Detective Department, Investigation Department, Guard Department, Patrolling Wing, QRT Department, etc.]
(iv)	Job Location	All Over India

SECTION IX: MINIMUM EDUCATIONAL QUALIFICATION

Clause I.1: Educational Requirements

Sr. No.	Parameter / Detail	Description / Information
(i)	Post Name	General Duty (Guard)
(ii)	Minimum Educational Qualification	10th (Secondary) Passed & Above
(iii)	Eligibility	Only those candidates are eligible to apply who have passed the 10th class from a recognized board.
(iv)	Important Notice	Candidates who have not passed 10th are not eligible to apply for this post. The application of such candidates can be rejected at any stage.

SECTION X: PHYSICAL STANDARDS

Clause J.1: Physical Requirements

Sr. No.	Parameter / Detail	Description / Information
(i)	Height	Not less than 165 cm
(ii)	Weight	Not less than 55 kg
(iii)	Chest - Unexpanded	77 cm or more
(iv)	Chest Expansion	Minimum +5 cm expansion
(v)	Running Test	800 meters (in 3 minutes 30 seconds)
(vi)	Note	No relaxation will be given in the eligibility provided for physical standards; they will be strictly followed during selection.

SECTION XI: SALARY STRUCTURE & AGE LIMIT

Clause K.1: Compensation and Age Details

Sr. No.	Parameter / Detail	Description / Information
(i)	Post Name	General Duty (Guard)
(ii)	Age Limit	18 - 31 Years (Applicable for both 12 Hours and 08 Hours duty)
(iii)	Total 30 Days Salary (12 Hours Duty)	₹25,840/-
(iv)	Total 30 Days Salary (08 Hours Duty)	₹22,100/-

SECTION XII: EXPERIENCE-BASED ELIGIBILITY, AGE RELAXATION, AND ADDITIONAL MARKS IN WRITTEN EXAM

Clause L.1: Category-Wise Concessions and Certificates

Category / Post Type	Eligibility / Condition	Concession / Benefit	Required Certificate
(i) Private Security Guard	At least 2 years of private security guard experience.	5 grace marks & maximum of 8 years of age relaxation.	Experience certificate from a registered and valid PSARA-licensed agency.
(ii) NCC Cadet	Valid NCC 'C' Certificate holder.	5 grace marks & maximum of 8 years of age relaxation.	Valid NCC 'C' Certificate.
(iii) Ex-Serviceman / Paramilitary Force	Retired from the Indian Armed Forces / Paramilitary Force.	5 grace marks & maximum of 8 years of age relaxation.	Discharge book / Ex-serviceman ID / Certificate from a competent authority.
(iv) Ex-Police / Security Agency Employee	Experience of service in police, paramilitary forces, government security, or investigative agencies.	5 grace marks & maximum of 8 years of age relaxation.	Service and experience certificate from the respective organization / department / institution.

SECTION XIII: IMPORTANT GUIDELINES AND VERIFICATION CONDITIONS

Clause M.1: General Instructions and Document Verification

- Fill in details like your name, email ID, experience, mobile number, etc., completely and accurately. NDF / SNDF will not be responsible for any lack of information (such as not receiving emails or messages) due to incorrect details.
- All original certificates and their self-attested copies must be shown at the recruitment venue during document verification. Your eligibility will be checked there, and age relaxation and grace marks will be granted according to the rules.
- The experience certificate must clearly state the agency's name, letterhead, registration / PSARA license number, candidate's name, post, working period (from when to when), authorized signature, and office stamp.
- The benefit of age relaxation and additional marks will only be given when original, valid, and verifiable certificates issued by a competent authority are presented.
- If any certificate is found to be false, incomplete, fake, or incorrect during document verification, the candidature will be canceled at any stage without any prior notice.

SECTION XIV: EXAMINATION FEE AND PAYMENT DETAILS

Clause N.1: Fee Structure and Portal Information

- (i) **Examination Fee:** ₹799/- (Non-Refundable)
- (ii) **Mode of Payment:** Online Only
- (iii) **Official Recruitment Portal:** <https://recruitment.ndfdetective.in/>

Clause N.2: Important Instructions on Payment

- (i) The examination fee will be paid only through the online payment option provided on the website after filling out the online form on the official recruitment portal.
- (ii) The organization's authorized payment will only be accepted through the online system of the NDF / SNDF official portal. While making the payment, ensure that the money is being deposited into the authorized bank account of SNDF Support Services Private Limited via the Razorpay Payment Gateway. The organization will not be responsible for payments made through any other medium, and they will not be considered valid.
- (iii) Keep the online payment receipt and application number safely stored after a successful payment.
- (iv) Examination fee won't be accepted in cash.
- (v) Do not pay the examination fee through QR codes, personal bank accounts, UPI IDs, mobile numbers, or any other medium at the behest of any person, agent, broker, or others.
- (vi) The examination fee once paid will not be refunded under any circumstances. Claims for fee refund or adjustment due to form cancellation, form withdrawal, absence from the exam, disqualification, or any other reason will not be accepted.

SECTION XV: IMPORTANT GUIDELINES AND RECRUITMENT PROCESS

Clause O.1: General Recruitment Process Rules

- (i) The recruitment process for the mentioned post will be conducted in a single recruitment cycle. All stages of selection may be conducted on the same day or according to the schedule announced by the recruitment board.
- (ii) The entire recruitment process, including selection, documentation, training formalities, and final deployment, may take from 01 month to 06 months. The location of duty can be anywhere in India based on the post and operational requirements, though the primary deployment area is Maharashtra.
- (iii) Candidates who have an eye sight problem, heart-related disease, liver-related disease, or have undergone any major surgery/operation, or are medically unfit which may cause them difficulty during training, should not apply.

Clause O.2: Examination and Selection Procedure Standards

- (i) The written exam and physical efficiency test (PET/PST) are designed to assess the basic qualification and physical fitness of candidates. The standard of the examination is simple and similar to the recruitment process adopted by major Indian defense systems and paramilitary organizations in India.

Clause O.3: Selection Process Stages Breakdown

Stage No.	Stage Title / Description	Action / Requirement
(i)	Stage I	Read and understand the recruitment notification carefully, then submit the application.
(ii)	Stage II	Upon receiving the recruitment date, report to the recruitment venue on the designated day and participate in the entire recruitment process, including the physical test, medical test & written test.
(iii)	Stage III	After the declaration of results, submit the necessary training documents, pay the training fee, and complete the training registration process.
(iv)	Stage IV	Upon receiving the training call letter, report to the authorized NDF / SNDF training center and successfully complete the 40-day training program.
(v)	Stage V	After completing the training, undergo police verification, submit the necessary documents to the organization, and join duty at the location determined by the organization based on requirements.
(vi)	Stage VI	After joining duty, get promotions based on your performance, dedication, and qualification.

Clause O.4: Important Instructions for Selection

- (i) The recruitment process may take a full 01 day; therefore, candidates should come prepared for a full-day selection process.
- (ii) Passing every single stage of the selection process is mandatory (qualifying).
- (iii) The management of NDF / SNDF has the full right to decrease or increase the vacancies, and no dispute or argument regarding this will be accepted.
- (iv) Candidates who fail the physical standard test (height, weight, chest) or physical efficiency test (running) will not be allowed to sit in the further stages.
- (v) During the recruitment, if any candidate tries to argue or misbehave with the management, officers, ex-servicemen, or any official of NDF / SNDF, their candidature will be canceled immediately.
- (vi) The decision of the recruitment board will be final in all matters related to selection.
- (vii) A selection letter containing full details of the further process is sent via Speed Post (Offline) to the candidates whose names appear in the merit list.

SECTION XVI: WRITTEN EXAMINATION PATTERN

Clause P.1: Subject-Wise Distribution

Sr. No.	Subject / Section	Number of Questions	Total Marks	Time Duration
(i)	General Knowledge & Reasoning	25	25	-
(ii)	Hindi & English Language / Grammar	25	25	-
(iii)	Private Security & Guards	25	25	-
(iv)	Indian Polity	25	25	-
(v)	Total	100	100	60 Minutes

Clause P.2: Important Instructions for Written Examination

- (i) The written examination will be multiple-choice question (MCQ) based.
- (ii) The exam will be conducted in a pen-and-paper (offline) mode.
- (iii) The exam date, time, venue, and arrival instructions will be communicated via email, the official website, or the admit card
- (iv) There is no negative marking in the examination.

- (v) The final merit list will depend entirely on the marks obtained in the written exam.
- (vi) The examination pattern will be simple and candidate-friendly. The questions will focus on basic concepts and will not be difficult.
- (vii) The examination pattern will be based on the 10th-standard level, making it relatively easy for candidates to understand and prepare for.

SECTION XVII: EXAMINATION SYLLABUS & INSTRUCTIONS

Clause Q.1: Notice on Syllabus

- (i) All question papers for the upcoming examination will be strictly designed exclusively from the syllabus outlined below. Candidates can expect basic-level questions across all sections. Preparation should focus on foundational concepts and fundamental principles as detailed in the curriculum.

Clause Q.2: General Knowledge (GK) Syllabus

- (i) Current Affairs: National and international news, sports, awards, major meetings, government schemes, and recent appointments, etc.
- (ii) Indian History: Ancient, medieval, and modern Indian history, with a focus on the Indian freedom struggle, etc.
- (iii) Geography: Basic physical and political geography of India and the world, including rivers, climate, soil, agriculture, etc
- (iv) Indian Economy: Basic economic terms, five-year plans, budgets, inflation, banking, etc
- (v) General Science: Simple physics, chemistry, and biology concepts up to the 10th-grade level.
- (vi) Static GK: Important national parks, wildlife sanctuaries, dams, festivals, dances, capitals, currencies, etc.

Clause Q.3: Reasoning Syllabus

- (i) Coding and Decoding
- (ii) Blood Relations
- (iii) Direction Sense Test
- (iv) Seating Arrangements
- (v) Syllogism (Statements and Conclusions)
- (vi) Alphabet and Number Series
- (vii) Ranking and Order
- (viii) Odd One Out and Analogies
- (ix) Figure Series and Pattern Completion
- (x) Mirror and Water Images
- (xi) Paper Folding and Cutting
- (xii) Finding Hidden Shapes

Clause Q.4: हिंदी भाषा

- (i) संज्ञा, सर्वनाम, विशेषण और क्रिया
- (ii) लिंग, वचन और काल
- (iii) संधि और संधि विच्छेद
- (iv) समास और समास विग्रह
- (v) उपसर्ग और प्रत्यय
- (vi) पर्यायवाची और विलोम शब्द
- (vii) अनेकार्थक शब्द
- (viii) वाक्यांश के लिए एक शब्द
- (ix) तत्सम और तद्भव शब्द
- (x) मुहावरे और लोकोक्तियाँ
- (xi) वाक्य शुद्धि
- (xii) रिक्त स्थानों की पूर्ति

Clause Q.5: English Language Syllabus

- (i) Parts of Speech (Nouns, Verbs, Adjectives, etc.)
- (ii) Subject-Verb Agreement
- (iii) Tenses and Their Uses
- (iv) Active and Passive Voice
- (v) Direct and Indirect Speech
- (vi) Articles and Determiners
- (vii) Synonyms and Antonyms
- (viii) Idioms and Phrases
- (ix) One-Word Substitutions
- (x) Spelling Correction
- (xi) Spotting Grammatical Errors
- (xii) Sentence Improvement
- (xiii) Rearranging Jumbled Sentences / Reading Comprehension Passages / Cloze Tests

Clause Q.6: Private Security & Guards Syllabus

- (i) Access control and visitor management
- (ii) Gate registers, material logs, and checking challans or invoices
- (iii) Shift handover logs and incident reporting
- (iv) Physical patrolling and checking premises
- (v) Types and operation of fire extinguishers
- (vi) Emergency response steps and contact lists
- (vii) Key and company asset management
- (viii) Basic observation and memory skills
- (ix) Handling suspicious items, trespassers, and theft situations
- (x) Common sense decision-making, conflict control, and good behavior
- (xi) Basic security ethics and rules

Clause Q.7: Indian Polity Syllabus

- (i) Right to private defense and self-defense limits
- (ii) Citizen's arrest and legal detention powers
- (iii) Criminal trespassing
- (iv) Protection against illegal detention
- (v) Basic labor and employment rules for security staff
- (vi) Steps for cooperating with police and reporting crimes
- (vii) Right to privacy and rules on searches and surveillance
- (viii) Protection of public and private property laws
- (ix) Fundamental Rights / Fundamental Duties

SECTION XVIII: REQUIRED INFORMATION FOR ONLINE APPLICATION FORM**Clause R.1: Mandatory Application Details**

Sr. No.	Information Field	Status / Requirement
(i)	Primary Mobile Number	Mandatory
(ii)	E-mail ID	Mandatory
(iii)	Alternative Mobile Number	Mandatory
(iv)	Candidate's First Name	Mandatory
(v)	Father's Name	Mandatory
(vi)	Last Name / Surname	Mandatory
(vii)	Mother's Name	Mandatory
(viii)	Date of Birth	Mandatory
(ix)	Details of Final Educational Qualification	Mandatory
(x)	House / Door Number	Mandatory
(xi)	Nearest Identification / Landmark	Mandatory
(xii)	Village / City Name	Mandatory
(xiii)	Post Office	Mandatory
(xiv)	Tehsil	Mandatory
(xv)	District	Mandatory
(xvi)	State	Mandatory
(xvii)	Pin Code	Mandatory

Clause R.2: Important Notice for Online Application Form

- (i) Before submitting the form, thoroughly check all entries, as the recorded information will be used for all future correspondence and document verification.
- (ii) It is mandatory to fill in all the above information correctly, completely, and truthfully in the online application form.
- (iii) The mobile number and e-mail ID entered in the application form will be used for all types of communications, SMS, e-mails, admit cards, results, and other official correspondence during the recruitment process.
- (iv) If any incorrect, incomplete, or misleading information is entered by the candidate in the application form, or if information sent by the organization does not reach the candidate due to an incorrect mobile number, e-mail, or address, NDF / SNDF / OSS / DIC / SDA Departments or the related management will not be responsible in any way.
- (v) Candidates should carefully verify all details before submitting the application form.
- (vi) If there is any mistake while filling out the form, it cannot be corrected in the form itself; however, after the training fees are paid, you can make corrections to your form at the time of joining the training center.

SECTION XIX: LIST OF NECESSARY DOCUMENTS**Clause S.1: Document Requirements and Status**

Sr. No.	Document Name	Status / Requirement
(i)	Latest passport-size color photograph (clicked within a maximum of 03 months from the recruitment date)	Mandatory
(ii)	Aadhaar Card	Mandatory
(iii)	PAN Card	If available
(iv)	Educational certificates (10th / 12th / ITI / Degree / Diploma)	Mandatory
(v)	Admit Card / Hall Ticket	Mandatory
(vi)	Domicile Certificate	If available
(vii)	Birth Certificate / School Leaving Certificate	If available
(viii)	Driving License	If available
(ix)	Sports Certificate	If available
(x)	Ex-Serviceman Certificate	If applicable
(xi)	NCC 'C' Certificate / Private Security Guard Experience Certificate / Former Police / Ex-Serviceman / Experience certificate of other security or investigation agency	Mandatory to avail age relaxation or additional marks (Grace Marks)
(xii)	Other degree / diploma, technical qualifications, training, computer certificates, or achievement certificates	If available

Clause S.2: Important Notice for Documentation

- (i) While reporting to the recruitment venue, it is mandatory to bring all original documents and their self-attested xerox copies.
- (ii) Candidates who wish to avail the benefit of age relaxation or additional marks (grace marks) in the written examination must present all relevant valid original certificates and necessary documents at the recruitment venue.
- (iii) During document verification, if any certificate or document is found to be false, incomplete, fabricated, or invalid, the candidature can be canceled at any stage without prior notice.
- (iv) If required, the organization may demand any additional document or certificate. It is mandatory for the candidate to present such documents within the specified time.

SECTION XX: TERMS & CONDITIONS**Clause T.1: Eligibility and Document Verification**

- (i) Candidates must fulfill the age and educational qualifications specified in the official recruitment advertisement. No relaxation of any kind will be given in this regard.
- (ii) The candidate's criminal record must be clean. If any criminal case (FIR) or conviction is registered against a candidate, it is mandatory to provide correct information about it. Finding incorrect information will lead to immediate disqualification of the candidate.

Clause T.2: Physical and Mental Fitness

- (i) It will be mandatory for all candidates to pass the prescribed Physical Efficiency Test (PET / PST).
- (ii) It is necessary for the candidate to be declared "Medically Fit" by an authorized medical board. This will include tests for eyesight, hearing capacity, heart health, and overall body checkup.
- (iii) The candidate's correct decision-making ability, mental balance, and capability to work in difficult situations will be tested.

Clause T.3: Discipline and Professional Conduct

- (i) Disciplined and respectful behavior is expected from all candidates during the recruitment process. Indiscipline or misbehavior will result in immediate removal from the selection process.
- (ii) Candidates attempting to influence the selection process through bribery, recommendations, or any unfair means will be permanently blacklisted from all future recruitments.

Clause T.4: Selection Process Guidelines

- (i) The entire recruitment process will be completed in approximately 01 to 06 months.
- (ii) Selected candidates will be provided accommodation by the organization during training only.
- (iii) After completing training, candidates will be deployed on duty in 12 / 08 hour shifts. Under special circumstances, especially for VIP security duty, they may also be sent to other states by airplane or train. There is no scope for any negligence or mistake in the security of VIPs (special guests or prominent persons). By assessing threats and following security rules, VIPs must be provided security day and night, i.e., 7 days a week and 24 hours a day.
- (iv) The merit list, training date, venue, and other necessary information will be communicated only via the official website or email. The organization reserves the right to change the number of vacancies according to its requirements.

SECTION XXI: TRAINING FEE & DURATION**Clause U.1: Important Notice for Training**

- (i) NDF / SNDF are private sector & do not receive any kind of training grant or financial assistance from the Government of India or any State Government for training.
- (ii) The training fee of ₹26,999/- (inclusive of all applicable taxes) is determined for expenses related to uniform, training materials, training kit, accommodation, management, and administrative services. This fee must be deposited as a lump sum (one-time), and once paid, the training fee will not be refunded under any circumstances (Non-Refundable). Admission to training will be granted only after the fee is received.
- (iii) Only candidates selected in the merit list will have to deposit the training fee. No training fee will be charged from any candidate before their name appears in the merit list.
- (iv) Before depositing the training fee, it is mandatory for the candidate to succeed in all the tests prescribed under the recruitment process.
- (v) The number of seats in each training batch is limited. Therefore, selected candidates who deposit the training fee within the stipulated time may be allocated training batches on a priority basis according to available vacancies.
- (vi) Selected candidates will be called for training based on the seats available at the training center. It may take a maximum of 1 month to 12 months for a name to be included in a training batch. The decision of the institution in this regard will be final and binding, and no claim, dispute, or objection in this matter will be accepted.

SECTION XXII: TRAINING DURATION, PAYMENT OPTIONS AND HEAD OFFICE**Clause V.1: Payment Methods and Training Fee**

Sr. No.	Payment Parameter / Detail	Description / Condition
(i)	Online Payment	Available as an option for payment.
(ii)	Offline Payment	₹26,999/- (Training Fee)
(iii)	Cash Payment Mode	Can be paid in Cash at the Head Office.
(iv)	Submission Personnel	Candidates can submit the fee themselves or through their parents / a known person.
(v)	Official Receipt	Upon fee submission, obtaining an Official Payment Receipt from the organization is mandatory.
(vi)	Training Duration	40 Days (Residential Training)

Clause V.2: Head Office Address

Sr. No.	Address Detail	Description / Information
(i)	NDF / SNDF Head Office Location	NDF / SNDF Head Office, Ground Floor, Yashshree Phase 2, D Wing, Near Ekadashi Hotel, Katraj - Kondhwa Road, Sukhsagar Nagar, Katraj, Pune, Maharashtra - 411046. (Note: Official portal includes a link to view the address).

SECTION XXIII: SALARY AND WORKING DAYS TERMS**Clause W.1: Salary Structure Breakdown**

Serial Number	Salary Parameter / Description	12 Hours Duty	8 Hours Duty
1	Monthly Salary	₹25,840/-	₹22,100/-
2	Working Days	30 Working Days	30 Working Days
3	Daily Salary	₹861.33/-	₹736.67/-
4	Salary for 26 Days	₹22,394.67/-	₹19,153.42/-
5	4 Extra Working Days	₹3,445.32/-	₹2,946.68/-
6	Total Salary for 30 Days	₹25,840/-	₹22,100/-

Clause W.2: Additional Salary and Shift Guidelines

- (i) The above salary structure is calculated based on 30 working days.
- (ii) In case of absence or leave taken by the employee during the scheduled duty days, salary adjustments/deductions may be made according to the applicable daily rate.
- (iii) The daily salary rate is fixed at ₹736.67/- for 8 hours of duty and ₹861.33/- for 12 hours of duty.
- (iv) For work performed beyond the scheduled working days, payment for the extra days may be made according to the applicable daily salary rate and the company's Terms & Conditions (T&C).
- (v) If a 24-hour duty is assigned instead of the scheduled 12-hour duty due to VIP protection requirements and organizational needs, the employee may be provided additional payment or an off/rest day on the following day, as applicable, in accordance with the organization's terms and conditions and operational arrangements.
- (vi) Duty timings, shifts, posting, and workplaces may be determined or modified according to the requirements of the organization.

SECTION XXIV: APPLICABLE SALARY DEDUCTIONS AND PAYMENTS

Clause X.1: Deductions and Actual Disbursement

- (i) Deductions for PF, PT Tax, ECS, or other statutory/mandatory deductions, if applicable, shall be made in accordance with the relevant laws, rules, and the company's T&C.
- (ii) In the event of damage caused by the employee to company property, equipment, uniform, or other authorized materials, necessary adjustments may be made according to applicable rules and valid procedures.
- (iii) Actual salary disbursement will be determined based on the employee's attendance, duty records, approved leaves, extra duty, and other applicable conditions.

SECTION XXV: DUTY AND DEPLOYMENT TERMS

Clause Y.1: Deployment and Compliance

- (i) The employee may be deployed at security posts, sites, offices, industrial complexes, societies, establishments, or other authorized locations designated by the company.
- (ii) The employee's duty shift, posting, and workplace may be changed according to the operational requirements of the company.
- (iii) It shall be mandatory for the employee to report to the duty location on time and strictly follow the rules, safety standards, and discipline prescribed by the company during duty hours.
- (iv) Remaining absent from duty without prior permission, leaving duty, or abandoning the post before the scheduled time may be considered a violation of service rules.

SECTION XXVI: LEAVE AND ABSENCE

Clause Z.1: Leave Policy and Action

- (i) Leave shall be taken only in accordance with the company's prescribed rules and prior approval from the competent authority.
- (ii) In case of unauthorized absence, salary deductions/adjustments may be made according to the applicable daily salary rate.
- (iii) In the event of continuous or repeated unauthorized absence, action may be taken in accordance with the company's disciplinary policy and applicable service conditions.

SECTION XXVII: DETECTIVE DEPARTMENT / OTHER DEPARTMENTS

Clause AA.1: Special Department Terms

- (i) If the employee is assigned to work in the Detective Department or any other department, the duty hours, shifts, working area, and payment terms may vary depending on the nature of the work and the needs of the organization. In such cases, the relevant appointment order and applicable T&C shall prevail.

SECTION XXVIII: FINAL AND IMPORTANT CLAUSE

Clause AB.1: General Governance

- (i) The above salary structure presents only the details of the designated salary and working days. The final payable salary, deductions, extra payments, leaves, duty hours, shifts, postings, allowances, and other service-related benefits/conditions shall be subject to the employee's Appointment Letter, the company's Terms & Conditions, and applicable laws/rules.
- (ii) Applicable statutory provisions shall be complied with by the company under all circumstances.

SECTION XXIX: LEGAL CLAUSE

Clause AC.1: Legal Terms and Modifications

- (i) The employee's service, salary, duty, leave, deductions, extra work, deployment, and all other service conditions shall remain governed by the Appointment Letter, Salary Structure, Service Rules, and Terms & Conditions issued and amended by the company from time to time.
- (ii) The amounts and conditions mentioned in this document are subject to applicable statutory provisions, and the company reserves the right to modify/change them according to organizational and legal requirements whenever necessary.
- (iii) In case of any discrepancy, the applicable law and the terms of the employee's duly issued appointment/service document shall be considered effective.

SECTION XXX: TRAINING FEE COST DETAILS

Clause AD.1: Specialized Training Cost

- (i) These fees support high-quality training that aligns with industry and government standards (such as PSARA).
- (ii) Maintenance of training grounds, classrooms, and equipment for physical, self-defense, and first-aid practice.
- (iii) Typically ex-military or senior security professionals - who provide high-level and practical expertise.
- (iv) Teaching complex skills essential for professional security roles, such as Crisis Response, legal procedures, and risk assessment.

Clause AD.2: Residential and Welfare Expenses

- (i) These costs cover the logistical support provided to candidates during the residential training program.
- (ii) Provision of safe accommodation for the entire duration of the training is provided by NDF / SNDF.
- (iii) Morning breakfast and nutritious meals twice a day for all candidates.
- (iv) Coverage for utilities (electricity, water, etc.), facility maintenance, and administrative support.

Clause AD.3: Uniform and Training Equipment

- (i) To maintain professional standards, the fee includes Multiple sets of duty and training clothes, Special sportswear for PT, High-quality duty shoes or boots, Textbooks, workbooks, and other essential educational resources.

Clause AD.4: Rules Regarding Training Certificate

- (i) Purpose of the Certificate: The Training Certificate issued by NDF / SNDF is strictly for the Client's File and the organizational records. This certificate is neither handed over to any recruit or guard nor kept by them for personal use.

Clause AD.5: Agency Operations and Job Guarantee

- (i) As a private agency, our fee structure ensures the sustainability of our operations and the reliability of our placement services:
 - o **Regulatory Compliance:** Costs associated with obtaining and maintaining government-mandated licenses and certificates.
 - o **Administration:** Ongoing expenses for recruitment, screening, quality control, and general office operations.
 - o **Job Guarantee:** Fees contribute to the maintenance of our extensive client network, which guarantees employment for candidates who successfully complete the training.
 - o **Diversity Initiative:** To encourage the active participation and empowerment of women in the security sector, we offer special fee concessions to female candidates.
 - o **On-the-Job Training (OJT):** During the training period, you will also receive on-the-job training (OJT). This helps you gain practical experience and develop the knowledge and skills required before your official appointment.

SECTION XXXI: CORPORATE STRUCTURE AND ORGANIZATIONAL HIERARCHY

Clause AE.1: Parent Company Overview

SNDF Support Services Pvt. Ltd. acts as the parent company, effectively managing various specialized departments and portfolios related to security, intelligence, training, and investigation.

SECTION XXXII: DEPARTMENTS / WINGS AND THEIR FUNCTIONS

Clause AF.1: Departmental Roles

Code & No.	Department / Wing	Function / Description
(i)	SNDF Security Services	Complete security for people, property, institutions, and events with effective solutions.
(ii)	NDF	A department responsible for intelligence gathering and confidential investigations.
(iii)	OSS	A modern system for continuous security monitoring and activity recording using digital technology.
(iv)	SDA	A training center for security, intelligence, and defense education.
(v)	DIC	A certified course in professional investigation methods and techniques.

SECTION XXXIII: STRUCTURE, ROLES & SERVICE SECTORS

Clause AG.1: Application Process

- (i) All applications will only be accepted through the organization's authorized website.
- (ii) Official Recruitment Website: <https://recruitment.ndfdetective.in>
- (iii) Offline applications, applications through agents, or personal applications at the office will not be accepted.

Clause AG.2: Payment Guidelines

- (i) Recruitment fees, registration fees, or any other type of payment must be made exclusively on the organization's official website.
- (ii) No officer, employee, agent, or representative of NDF / SNDF collects examination/recruitment fees via cash, personal bank accounts, UPI, QR codes, or any other unauthorized channels. Do not trust anyone asking to send money to a mobile number, QR code, UPI, or personal bank account.
- (iii) If any officer, staff member, or unknown person demands examination fees or money of any kind, candidates should immediately email us using the email ID provided below. Your complete information will be kept strictly confidential.
- (iv) Email ID for Complaints / Information: snfd.ndf.adi@gmail.com
- (v) The organization strictly prohibits corruption, bribery, brokering, or agent systems.

Clause AG.3: Official Websites

- (i) <https://www.sndfndf.com/>
- (ii) <https://ndfdetective.com/>

Clause AG.4: Social Media Channels

- (i) A. Nationalist Detective Force:
 - o Official Website: NDF Detective (<https://recruitment.ndfdetective.in>)
 - o Instagram: [nationalist_detective_force](#)
 - o Facebook: NDF Detective
- (ii) B. SNDF Guard:
 - o YouTube: SNDF Security Services (<https://www.youtube.com/@SNDFSecurityServices>)
 - o Instagram: [snfd_guard](#)
 - o Facebook: SNDF Guard
- (iii) C. OWL Security Surveillance:
 - o YouTube: OWL Security Surveillance (<https://www.youtube.com/@OSSsecuritysurveillance>)
 - o Instagram: [OWL_security_surveillance_](#)
 - o Facebook: OWL Security Surveillance
- (iv) **Important Notice:** Only the information provided on the official channels listed above will be final and valid. The organization will not be responsible for any decisions or financial transactions made based on information received from any other source.

Clause AG.5: Initial Screening of Applications

- (i) Upon receipt of online applications, the following points will be verified:

Code	Verification Point
(a)	Information provided in the application form
(b)	Availability of required documents
(c)	Payment of the recruitment fee
(d)	Confirmation of eligibility
(e)	Verification of the accuracy of the provided information

- (ii) **Important Notice:** After all information is verified, details regarding the admit card will be available on the official NDF / SNDF website, or updates will be sent to the mobile number registered in the application form.

Clause AG.6: Nature of Training

- (i) This training will be completely residential and will last for 40 consecutive days.
- (ii) Key Subjects Taught in the Training:
 - o Bouncer & Event Security Training / Bodyguard & Executive Protection
 - o Risk Assessment & Threat Analysis / Crowd Management & Control / Retail & Mall Loss Prevention
 - o Industrial & Factory Security / Dog Handling & K9 Security / Armored Car & Cash Transit Security
 - o First Aid & CPR / Conflict Resolution & De-escalation / Information Security
 - o Private Detective & Undercover Operations / Weapon Training & Firearms Safety / Hotel & Hospitality Security
 - o Parade & Drill / Client Handling & Communication / Sales & Marketing
 - o Office Administration / Etc.

Clause AG.7: Police Verification

- (i) After the training is completed, it is mandatory for every candidate to obtain a Police Verification at their own expense and submit it to the NDF / SNDF headquarter.

Clause AG.8: Final Job Placement

- (i) Detective
- (ii) Investigation
- (iii) Security Guard
- (iv) VIP Protection
- (v) OWL Security Surveillance (OSS)
- (vi) Patrol Wing
- (vii) Sales & Marketing / Office Management / Administrative Department
- (viii) QRT (Quick Response Team)
- (ix) Control Room Operator
- (x) Field Officer
- (xi) HR Department
- (xii) Training Department
- (xiii) Logistics & Equipment In-Charge
- (xiv) Chief Security Officer (CSO)
- (xv) Lead Investigator
- (xvi) Intelligence Analyst
- (xvii) IT & Cyber Security Cell
- (xviii) Legal Advisor
- (xix) Disaster Response Team
- (xx) Escort Guard
- (xxi) Bouncer
- (xxii) Crowd Marshal
- (xxiii) Fire Safety Officer
- (xxiv) Dog Handler
- (xxv) Accounts & Billing Department
- (xxvi) Public Relations (PR) Officer
- (xxvii) Night Shift Supervisor
- (xxviii) Maintenance Staff

SECTION XXXIV: NATURE OF DUTIES

Clause AH.1: Operational Sectors and Workplaces (The organization provides security and various related services. Depending on the institution's requirements, candidates may be appointed to various projects and workplaces, such as)

- (i) Hotels & Hospitality / IT Companies & Tech Parks / Construction Projects & Sites
- (ii) Industrial Units & Manufacturing Plants / Government Projects & Infrastructure / VIP Protection & Executive Security
- (iii) Corporate Offices / Residential Complexes & Societies / Commercial Complexes & Malls
- (iv) Event Security & Crowd Control
- (v) Investigation & Detective Services
- (vi) Hospitals & Healthcare Facilities
- (vii) Educational Institutions & Universities
- (viii) Banking & Financial Institutions
- (ix) ATMs
- (x) Shopping Malls & Multiplexes
- (xi) Warehouses & Logistics Hubs
- (xii) Religious Places & Temples
- (xiii) Aviation & Transport Department

SECTION XXXV: SALARY & BENEFITS

Clause AI.1: Provided Facilities (Following appointment, the following facilities may be provided as per the organization's rules)

- (i) Monthly Salary
- (ii) Travel Allowance (Conditions Apply)
- (iii) Accommodation Facility (Conditions Apply)
- (iv) Petrol Allowance (Conditions Apply)
- (v) Food Facility (Conditions Apply)
- (vi) Overtime (If Applicable)

SECTION XXXVI: PROMOTION & CAREER DEVELOPMENT

Clause AJ.1: Career Progression Positions: (Employees with outstanding performance may be given opportunities for promotion to the following positions)

- (i) Team Leader
- (ii) Supervisor
- (iii) Investigation Officer
- (iv) Training Officer
- (v) Branch Manager
- (vi) Operations Manager
- (vii) Assistant Manager
- (viii) Quality Assurance Manager
- (ix) Regional Officer
- (x) Administrative Officer
- (xi) Senior Management
- (xii) HR
- (xiii) Director
- (xiv) Chief Executive Officer (CEO)
- (xv) Director of Operations
- (xvi) Field Coordinator

- (xvii) Shift In-Charge
- (xviii) Security Consultant
- (xix) Executive Secretary
- (xx) Personal Assistant
- (xxi) Legal Compliance Officer

SECTION XXXVII: IMPORTANT INSTRUCTIONS

Clause AK.1: Governance and Administrative Disclaimers

- (i) The registered company NDF / SNDF holds a PSARA license and all vital documents under its proprietorship / private limited registration, including certificates such as PAN, labor license, ESIC, and PF.
- (ii) The decision of the organization will be final and binding.
- (iii) Incomplete applications will not be accepted.
- (iv) Final job placement will be made solely based on the organization's requirements, available vacancies, and administrative decisions.
- (v) All rules, conditions, and policies of the organization are subject to revision from time to time, and compliance is mandatory for all candidates.
- (vi) After completing the NDF / SNDF training, deployment may take some time, so please note that receiving the joining letter may also take a while & No accommodation will be provided by SNDF / NDF after the completion of training.

SECTION XXXVIII: IMPORTANT INSTRUCTIONS

Clause AL.1: Eligibility and General Instructions

- (i) There is no preference given based on locality or state during recruitment; all eligible candidates from across India are given equal opportunities.
- (ii) You are solely responsible for completing the application process without reading this PDF / Instructions. It is mandatory to follow all rules before applying. These rules apply from the application stage up to ground selection, training, and every stage of recruitment.

Clause AL.2: Payment-Related Instructions and Security

- (i) For any information before filling out the form or making a payment, you can contact our official helpline number at 9970323155.
- (ii) If a payment fails, money is deducted, or there is a delay due to bank-related technical issues, the organization will not be responsible. In such cases, please contact your bank.

Clause AL.3: Online Form and Information Responsibility

- (i) Do not hold the organization responsible for non-receipt of admit cards or any technical issues; providing correct information on the website/recruitment portal and checking updates on time is your own responsibility.
- (ii) If you fill out the form with the help of a cyber café or another person and they charge extra fees for their service, NDF / SNDF will not be liable. Additionally, no extra fees are charged under the pretext of passing the ground selection or exam; opportunities are equal for everyone.

Clause AL.4: Ground Recruitment and Entry Rules

- (i) If you leave the ground in the middle of recruitment, remain absent, or arrive late, you will be entirely responsible. The organization reserves the full right to refuse re-entry.
- (ii) If there is a break during the recruitment process, reporting back at the scheduled time is your responsibility.
- (iii) If any candidate does not participate in the NDF / SNDF recruitment rally for any reason whatsoever, the fee will not be refunded, and there are no separate provisions for alternative recruitment.

Clause AL.5: Selection, Training, and Joining Rules

- (i) After selection on the ground, the timing for training and joining will be determined entirely by management. You cannot pressure management regarding any delays or changes. The final decision rests solely with the management team.
- (ii) Before participating on the ground (recruitment or training site), it is mandatory for all candidates to clarify that NDF / SNDF will not be responsible for any medical condition, health issue, or consumption of external medication. If a candidate consumes any medication, drugs (narcotics), or insulin, the full risk and responsibility lie solely with the candidate. Since physical labor is required during physical and written tests or training, NDF / SNDF management will not be held liable or accountable for any physical damage, medical emergency, or accident caused by pre-existing health issues, illnesses, or the consumption of restricted drugs/insulin. All candidates are advised to participate only if they are in complete good health and take full personal responsibility for their well-being.
- (iii) Due to a high number of candidates, training will be conducted in separate batches. The timing and month of each batch will be determined strictly by management.

Clause AL.6: Appointment Information

- (i) The appointment letter will state the position name as "General Duty" (Guard), but according to the organization's needs, you may be deployed on duty as a Professional Guard at any location or workplace.
- (ii) The organization's decision will be final and binding regarding selection, training, posting, or any other stage of the process. No legal challenges or objections in this regard will be accepted.
- (iii) In the event of any legal dispute related to this recruitment process or service, the jurisdiction will be strictly limited to the courts of Pune (Maharashtra).

Clause AL.7: Discipline and Conduct

- (i) Any form of improper behavior, argument, or indiscipline will not be tolerated at all.
- (ii) Doing so may result in the cancellation of your admission, training, or joining at any time, and none of your fees or registration charges will be refunded. If necessary, you may also be expelled with a warning letter.

Clause AL.8: Restrictions on Social Media, Identity, and Video Uploading

- (i) Using the name, logo, uniform, badge, or identity of NDF / SNDF without prior permission is strictly prohibited. Strict legal action will be taken for any misuse.
- (ii) Uploading any videos or photos related to NDF / SNDF on social media or any public platform without written permission is forbidden. Only NDF / SNDF management will decide whether any video is correct or incorrect. Legal action will be taken for publishing videos without permission.
- (iii) Spreading any false, misleading, or incorrect information about NDF / SNDF will attract legal action.

Clause AL.9: Compensation and Legal Claims

- (i) Based on the impact, reach (likes, shares, views), and circumstances resulting from the violation of rules, NDF / SNDF can recover compensation from the concerned individual and file a legal case in a court.

SECTION XXXIX: FORMAL ANNOUNCEMENT

Clause AM.1: General Call for Applications and Support Details

- (i) All interested candidates are informed that applications for the NDF / SNDF recruitment process (2026–2027 session) are currently open. If you have any questions regarding the recruitment process or need any assistance, you can contact our NDF / SNDF Recruitment Department.

- **Contact Hours:** 9:00 AM to 9:00 PM (21:00 hours)
- **Contact Number & E-mail ID :** 9970323155 / recruitmentsupport@sndfndf.com



JADHAV A.
DIRECTOR

NDF / SNDF / SPY / DIC / OSS
SNDF SUPPORT SERVICES PRIVATE LIMITED



CHAUDHARY M.
HEAD SENIOR OFFICER
CHIEF SELECTION OFFICER



ZAMBRE P.
HEAD SENIOR OFFICER
CHIEF TRAINING OFFICER



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