

HOOGHLY COCHIN SHIPYARD LIMITED

HOWRAH- 711109

VACANCY NOTIFICATION NO. HCSL/HR/RECTT/PERMA/2025-26/7 dated 06.08.2025

Hooghly Cochin Shipyard Limited (Hooghly CSL), Howrah, a Wholly Owned Subsidiary of Cochin Shipyard Limited (CSL) invites **Online applications** from Indian citizens, fulfilling the eligibility requirements for filling up of the following **Workmen post on regular roll in Hooghly Cochin Shipyard Limited**.

A. Name of Posts, Educational Qualification & Experience:

TABLE 1

Sl. No.	Name of Posts	Educational Qualification	Experience
1.	Junior Technical Assistant (Electrical)	<u>Essential:</u> Pass in three-year Diploma in Electrical Engineering or Electrical & Electronics Engineering from a State Board of Technical Education securing minimum of 60% of marks.	<u>Essential:</u> Minimum four years post qualification experience relating to works involving installation & commissioning of electrical system in a <ul style="list-style-type: none">• Shipyard or/• Engineering Company or• Government Company or Establishment or• Semi Government Company or Establishment. <u>Desirable:</u> (i) Experience in PLC/SCADA/DCS Systems manufacturing/ testing and commissioning, HT/LT switchgear panels manufacturing/ testing and commissioning, power management systems, other power electronic devices, Energy management, Integrated computerized instrumentation and control systems. (ii) Proficiency in Computer Applications like AutoCAD, SAP, MS Office etc. (iii) Good communication skill and working knowledge in Hindi/Bengali. <u>Job Requirements:</u> Extend quick and prompt support in planning, organizing and co ordinating activities of commercial/ procurement/ operation/ QC/ Safety sections, liaisoning & co-ordination

			with project team, clients, vendors & contractors during project execution as well as during invoice settlement, liaisoning with contractors for subcontract work packages, ensure strict compliance to yard Quality Management and HSE Systems, assisting in implementation of related projects, inspection, erection and commissioning of all electrical works in Hooghly CSL for ship building, ship repair and yard activities including operation & maintenance of yard machineries, cranes, substation equipment, and allied electrical systems in Hooghly CSL. Any other works, assignments in general in other areas/projects of Hooghly CSL.
2.	Junior Technical Assistant (Mechanical)	<p><u>Essential:</u> Pass in three-year Diploma in Mechanical Engineering from a State Board of Technical Education securing minimum of 60% of marks.</p>	<p><u>Essential:</u> Minimum four years post qualification experience relating to works involving installation & commissioning of mechanical equipment/systems in a</p> <ul style="list-style-type: none"> • Shipyard or/ • Engineering Company or • Government Company or Establishment or • Semi Government Company or Establishment. <p><u>Desirable:</u></p> <p>(i) Experience in installation & Commissioning of HVAC, Fire Fighting System, Cranes, Air Compressors, Pumps, Piping systems etc.</p> <p>(ii) Experience in Fabrication, Manufacturing, Engineering, Material Procurement.</p> <p>(iii) Proficiency in Computer Applications like AutoCAD, SAP, MS Office etc.</p> <p>(iv) Good communication skill and working knowledge in Hindi/Bengali.</p> <p><u>Job Requirements:</u> Extend quick and prompt support in planning, organizing and co ordinating activities of commercial/ procurement/ operation/ QC/ Safety</p>

			sections, liaisoning & co-ordination with project team, clients, vendors & contractors during project execution of Ship building/Ship repair as well as during invoice settlement, liaisoning with contractors for subcontract work packages, ensure strict compliance to yard Quality Management and HSE Systems, assisting in implementation of related projects, inspection, erection and commissioning of various machineries, cranes, winches, cradles, pontoon, slipway gate and other related equipment, and for any other works, assignments in general in other areas/ projects of Hooghly CSL.
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B. Important Dates:

Commencement of Online Application : 06th August, 2025.

Last Date of Online Application : 26th August, 2025.

C. Name of the posts, Grade, No. of Vacancies and Reservation:

TABLE 2

Sl. No.	Name of Posts	Grade	UR	SC	OBC	Total
1.	Junior Technical Assistant (Electrical)	W7	1	1	-	2
2.	Junior Technical Assistant (Mechanical)	W7	2	-	1	3
Total			3	1	1	5

- a) Hooghly CSL reserves the right to increase / decrease the number of vacancies or not to fill up any of the vacancies or cancel the recruitment process, as per its requirement.
- b) The job of the above notified posts involves working at heights, shops, docks and confined areas, climbing of vertical ladders, entering into manholes and through narrow passages on board ships and not safe and healthy for PwBDs. Hence these posts have not been identified as suitable for Persons with Disabilities.

D. Scale of Pay, Benefits & Place of Posting:

- a) Grade and Pay Scale:

TABLE 3

Grade	Pay scale
W7	₹23,500 -3% - ₹77,000

b) Monthly Emoluments as on date:

TABLE 4

Grade	Wage Type				Total
	Basic pay	DA (At present 49%)	HRA (At present 27%)	Other Allowances	
W7	₹23,500	₹11,515	₹ 6,345	₹ 2,000	₹43,360

c) Other benefits under National Pension Scheme, Contributory Provident Fund, Accident Insurance coverage, Reimbursement of Medical expenses under the Contributory Medical Insurance policy, leave encashment etc., as admissible shall be applicable.

d) The posting shall be at Hooghly Cochin Shipyard Limited (Hooghly CSL), Howrah/ other project sites as desired by Hooghly CSL. However, depending upon project requirements, the candidates are liable to be transferred within different project sites of Hooghly CSL. The appointment to the posts carries with it the obligation to serve in any department of Hooghly CSL or on-board ships or in any of the units / work sites/ projects undertaken in any part of India or abroad as the case may be.

E. Age:

- The upper age limit prescribed for all the posts shall be 35 years as on 26th August, 2025, i.e., applicants should be born on or after 27th August, 1990.**
- The upper age limit is relaxable by 3 years for OBC (Non- Creamy Layer) candidates and 5 years for SC candidates in the posts reserved for them.
- Age relaxation for Ex-servicemen shall be as per Government of India guidelines, calculated by deducting the period of military service from the actual age and adding three years thereto, subject to a maximum age of 45 years.

F. Method of Selection:

- The method of selection shall include Phase I, consisting of an **Objective Type Offline test (70 marks)** and Phase II, consisting of **Descriptive Type Test (30 marks)**.

TABLE 5

Name of the Posts	Method of Selection & Marks
Junior Technical Assistant (Electrical) & Junior Technical Assistant (Mechanical)	Phase I : Objective type offline Test – 70 marks (75 minutes duration) Phase II : Descriptive type Written Test - 30 marks (60 minutes) Total - 100 marks

- The Phase I Objective type offline test shall consist of two parts **General (Part A)** and **Discipline related (Part B)**. Part A comprises of General Knowledge, General English,

Reasoning, and Quantitative Aptitude. The pattern of the question paper, number of questions and allotment of marks is detailed under:

TABLE 6

No. of questions in each section/ marks per section*					Total no. of questions for Objective type offline test / Max marks
General Knowledge	General English	Reasoning	Quantitative Aptitude	Discipline related	
5	5	5	5	50	70

*Each question carries one mark.

- c) Detailed Syllabus for Part A and Part B of Phase I Objective type offline test is at **Annexure I**. Please note that the given syllabus is only indicative and not exhaustive.
- d) Depending upon the number of online applications, the selection process shall be held at Hooghly CSL, Howrah or as desired by Hooghly CSL. The allocation of examination centre shall be at the sole discretion of Hooghly CSL.
- e) Merit lists for various posts shall be prepared on the basis of marks secured by candidates in the Phase-I Objective type offline test. In case, same marks secured by more than one candidate, marks scored in the discipline part of the Objective type test shall be the basis of determining the order of merit list. In case of a tie thereafter, relative merit shall be decided based on seniority in age.
- f) Based on the merit lists, candidates shall be short-listed in the ratio of 1:6 for certificate verification against each post. However, Hooghly CSL reserves the right to fix minimum marks for pass in the Objective type test (Phase I) and in such cases, the ratio of short-listing may be less than 1:6. For such short listing, reserved candidates in the merit list will be counted against merit as well as reservation post.
- g) Only those candidates who successfully complete the certificate verification shall be allowed to attend the Phase-II (Descriptive type written test). The Phase-II shall be held at Hooghly CSL, Howrah or any other location in Howrah/Kolkata as decided by Hooghly CSL.
- h) A final merit list for the respective posts shall be prepared based on the marks secured by the candidates in both Phase I and Phase II tests put together. Hooghly CSL also reserve the right to fix minimum marks for pass in Phase II tests and final selection at its sole discretion.

G. Conditions:

a) Reservation:

- (i) Government of India Directives on reservation shall apply.

- (ii) Applicants belonging to SC/OBC (Non-Creamy Layer), should produce a valid recent community certificate issued by the Revenue Authority not below the rank of the Tahsildar, **failing which their candidature will not be considered against the reserved posts, and for other concessions/relaxations applicable to the categories.**

b) Qualification:

- (i) The minimum qualification stipulated for the post must be from a university/Institute/ Examination Board recognized by AICTE/ appropriate statutory authority/State/Central Government.
- (ii) Those applicants having qualifications equivalent to any of the prescribed qualifications should submit Equivalency Certificate issued by the Competent Authority and without such certificate, their candidature shall not be considered.
- (iii) The applicants are required to fill in the exact percentage of marks scored by them in the qualifying examination in the online application submitted for the posts. Some Universities/Institutes /Examination Boards do not award Class or Percentage of marks and allot Aggregate Grade Points (e.g., CGPA/ OGPA/ CPI, etc.). In case University/Institute/ Examination Board defines criteria for conversion of Aggregate Grade Point into Class and/or percentage of marks, the same shall be accepted. The candidate may also produce the percentage conversion certificate issued by the University. However, where the University/ Institute/Examination Board does not define criteria or provide percentage conversion certificate for conversion of Aggregate Grade Point into Class and/or percentage of marks, the Aggregate Grade Points may be multiplied by 10 to get the required percentage of marks.

c) Experience:

- (i) **Experience acquired after the date of passing of the qualification stipulated as per the above requirement shall only be considered. Period of post qualification experience shall be reckoned as on 26th August, 2025.**
- (ii) The period of completed Apprenticeship Training in the relevant discipline under the Apprentices Act 1961, shall be treated as experience. Any training with remuneration shall also be treated as experience.
- (iii) **Experience Certificates obtained from Companies registered under the Companies Act 1956 or Foreign Companies of equivalent status, shall only be considered for short listing and for consideration for selection.**
- (iv) Applicants who are presently working in any company (Private / Public Sector / Govt.), in the absence of experience certificate, should submit copy of **Appointment / Offer letter issued by the company, latest Pay Slip / copy of last Pay drawn as proof of experience. For past employment, experience certificate indicating the date of joining as well as relieving should be submitted. During the certificate verification process, the candidates should produce all certificates in original to establish the experience claimed in their online application, failing which they shall not be considered for further selection.**
- (v) **Work experience obtained from contractors (Proprietary Firms and Partnership Firms) engaged by registered companies may be considered based on the**

endorsement of the Principal Employer on the certificates issued by the contractor. Such applicants are required to submit their experience certificates along with further proof such as ESI/EPF statements. Certificates of training issued by the contractors without the endorsement of the Principal Employer shall not be considered.

- (vi) Applicants in regular Government service or in Government owned industrial or other similar organizations should submit their applications online directly. However, such applicants are required to upload a declaration **(as per Annexure-II)** that they have informed in writing to their employer that they have applied for the post notified by Hooghly CSL. Candidature of such applicants may not be considered if they fail to produce No objection Certificate received from the employer.
- (vii) Applicants who are Ex-servicemen should submit **Discharge Certificate/ Book/ Pension Payment Order from the Armed Forces**. Those ex-servicemen having qualification endorsed in their Discharge Certificate/ Book should have working experience in the relevant discipline in the Armed Forces. Such qualification acquired during service period shall also be considered for calculation of post qualification experience. Ex-servicemen claiming equivalency of qualification should produce certificate of equivalency or endorsement in the Discharge Certificate of the same with authority (refer order issued by the Govt. of India), should produce certificates indicating qualification and work experience in the relevant discipline in the Armed Forces, as proof of experience and produce the same during certificate verification process. They should produce experience certificate from the authorities concerned, failing which their candidature shall not be considered.
- (viii) Those ex-servicemen, on re-employment in any Government job on civil side after availing of the benefits given to him as an ex-serviceman, his ex-serviceman status for the purpose of re-employment in Government shall be governed by DoPT OM Nos. 36034/27/84-Estt (SCT) dated 02.05.1985, 36034/6/90-Estt (SCT) dated 02.04.1992 and 36034/1/2014-Estt (SCT) dated 14.08.2014. All ex-servicemen should submit an undertaking to this effect along with the online application, that he has not been re-employed in Government after availing the benefits for ex-servicemen **(as per Annexure-III)**.
- (ix) Applicants should clearly specify the nature of work performed and duties, responsibilities handled in the respective jobs, as well as experience certificate in proof of the same shall be uploaded while submitting their online application for the posts notified.
- (x) **Employees who are currently working in CSL/ any other units of CSL on the regular rolls are not eligible to apply for the same post at the same pay scales notified by Hooghly CSL.**

d) Application Fee:

- (i) Application fee of **₹400/- (Non-refundable, plus bank charges extra)** should be **remitted using the Online payment options (Debit card/Credit card/Internet Banking/ Wallets/ UPI etc.)** which can be accessed through our Online application facility from **06th August, 2025 to 26th August, 2025**. No other mode of payment shall be accepted.

- (ii) **Applicants belonging to Scheduled Caste (SC)/ Scheduled Tribe (ST) need not pay application fee.** They are exempted from payment of application fee.
- (iii) All applicants for whom the fee is applicable, i.e., except those belonging to SC/ST, should pay the application fee as stipulated in clause d (ii) above. **It is important to note that their candidature shall be considered only on receipt of application fee.**

e) How to Apply:

- (i) Applicants should go through the User Manual and FAQ published in the link www.cochinshipyard.in (Career page→ HCSL, Kolkata) or www.hooghlycsl.com (Career page> E-Recruitment Permanent Posts → Sl. No. 150) before filling the online application. **The application consists of two phases – One time Registration and Submission of application against the post applicable.** Applicants should not submit more than one application. Application once submitted shall be final.
- (ii) Applicants meeting the notified requirements may do the **One-time registration in the SAP Online portal to submit their application.** The facility to submit their application can be accessed through the website www.cochinshipyard.in (Career page→HCSL, Kolkata) or www.hooghlycsl.com (Career page> E-Recruitment Permanent Posts → Sl. No. 150) from 06th August, 2025 to 26th August 2025. **Application submitted direct or by any other mode shall not be accepted.**
- (iii) **Applicants should ensure that all certificates towards proof of age, educational qualification, experience, caste etc., and a recent passport size colour photograph are uploaded in the SAP online application portal, failing which their candidature shall not be considered and shall be rejected.**
- (iv) Applicants should ensure that all the entries in the online application have been correctly filled in and application submitted successfully. Change in the data provided in the application after final submission of the same through online will not be considered. **Filling of garbage/junk details in any of the fields can lead to rejection of application.**
- (v) Application must be complete in all respects as per this Advertisement Notification. **Please note that incomplete applications /withdrawn applications / applications in draft status shall not be considered.** On successful submission of the application, the status of the application shall be shown as **"In process"**. After submission of the application, the applicant shall log in to My Applications and ensure that the application status is **"In process"** to ensure the process is complete. **No refund of fees shall be considered after successful submission of application or withdrawal of application.**
- (vi) **After applying through online, applicants should retain a soft copy/ printout of the online application containing the unique registration number generated by the system for their reference. It is important to note that, the unique registration number shall be obtained only upon successful submission of online application.** The Registration Number on the online application should be quoted for any correspondence with Hooghly CSL.
- (vii) ***Applicants need not send the online application print out/ certificates/ application fee in the form of DD/Challan/Cheque by post to Hooghly Cochin Shipyard Limited.***

- (viii) The website will remain functional for the purpose of submitting applications from **06th August, 2025** and the last date for submission of applications through online is **26th August, 2025**. In order to avoid heavy traffic in website on the last date that may result in non-submission of application, candidates are advised to log in to Hooghly CSL website and submit applications well in advance before the last date. ***Those who apply on the last date of application may not get any troubleshooting assistance / technical support in the online application portal by email/phone after 1600 hrs. on the last date.***

f) General:

- (i) **Applicants are advised to make sure that they are meeting the eligibility requirements as per the vacancy notification for the post before submitting the applications.**
- (ii) Definition of Ex-serviceman: Ex-serviceman is a person
- a) Who has served in any rank whether as combatant or non-combatant in a Regular Army, Navy and Air Force of the Indian Union, and
 - i. Who either has been retired or relieved or discharged from such service whether at his own request or being relieved by the employer after earning his or her pension; or
 - ii. who has been relieved from such service on medical grounds attributable to military service or circumstances beyond his control and awarded medical or other disability pension; or
 - iii. who has been released from such service because of reduction in establishment;
 - b) Who has been released from such service after completing the specific period of engagement, otherwise than at his own request, or by way of dismissal, or discharge on account of misconduct or inefficiency and has been given a gratuity; and includes personnel of the Territorial Army, namely, pension holders for continuous embodied service or broken spells of qualifying service; Or
 - c) Personnel of Army Postal Service who are part of Regular Army and retired from the Army Postal Service without reversion to their parent service with pension, or are released from the Army Postal service on medical grounds attributable to or aggravated by military service or circumstances beyond their control and awarded medical or other disability pension; Or
 - d) Personnel, who were on deputation in Army Postal Service for more than six months prior to 14th April, 1987; Or
 - e) Gallantry award winners of the Armed Forces including personnel of Territorial Army; Or
 - f) Ex-recruits boarded out or relieved on medical ground and granted medical disability pension.
- (iii) Hooghly CSL reserves the right to call for any additional documentary evidence from candidates in support of educational qualification / experience / other notified eligibility requirements as indicated in their application, and information / replies to such queries should be only through the e-mail careers@hooghlycsl.com. However, Hooghly CSL

shall not be responsible for any delay/non-receipt of such e-mails within the stipulated date and time. Replies to any such queries received after the stipulated date and time shall not be considered, and no further correspondence shall be entertained in this regard.

- (iv) Original Certificates of the short-listed candidates shall be verified at the time of joining or at some other stage as decided by Hooghly CSL. Candidature is purely provisional subject to verification of original certificates in proof of age, qualification, experience, caste, disability, medical fitness and meeting the notified eligibility requirements. At the time of verification/joining, if the candidates short-listed are found not meeting the eligibility requirements or fail to produce certificates in original or if at any stage, it is found that any information furnished by the candidate is false/incorrect, the candidate shall not be considered for selection and candidature will be cancelled/rejected without further notice.
- (v) No travelling allowance shall be paid to any candidates for appearing for the Objective Type test. However, SC/ST candidates appearing for the certificate verification & selection tests at Hooghly CSL shall be reimbursed single to & fro sleeper class rail/bus fare as admissible for the posts as per company rules by the shortest route from the mailing address mentioned in their online application form to the venue of certificate verification, on production of proof. Candidates claiming travel re-imbursement are required to submit the copy of front page of **Savings bank passbook with account number and IFSC code**, at the time of certificate verification and the eligible amount of reimbursement shall be credited to their bank account through NEFT. Reimbursement of travel fare shall only be made to those candidates who submit the above details. However, at the time of certificate verification, if it is found that the candidate does not fulfill any of the notified eligibility conditions, he/she shall neither be allowed to attend selection process nor be paid any travelling allowance.
- (vi) **No correspondence regarding the rejection of application in case of ineligibility shall be entertained.**
- (vii) **Call letters shall not be sent to short-listed candidates by post.** They shall be informed to download call letter by e-mail/through CSL website www.cochinshipyard.in (Career page→HCSL) or www.hooghlycsl.com (Career page> E-Recruitment Permanent Posts) **Schedule of the selection process shall be intimated to the short-listed applicants through E-mail/HCSL website (Career page).** Candidates are requested to frequently check the above **websites** for updates related to the selection process.
- (viii) Mere submission of application through online and issue of call letter for the Selection process shall not confer any right to the applicant of acceptance of candidature or cannot be construed as an acknowledgement of fulfilling the eligibility criterion or does not constitute an offer of appointment, and will not entitle the applicant to any claim for employment in Hooghly CSL.
- (ix) Appointment of selected candidates will be subject to verification of character and antecedents and verification of caste certificates if applicable.
- (x) The candidates short-listed for appointment should undergo a medical examination in

the hospitals as prescribed by Hooghly CSL. The reports of such medical examination may be examined by Medical Officer of Hooghly CSL and the appointment of the candidate is subject to verification of medical fitness.

- (xi) Hooghly CSL shall not bear any liability on account of salary/leave salary/gratuity/pension contribution etc., if any related to previous employment of any candidate already working in Government/Public Sector Undertakings.
- (xii) Rank lists shall be maintained for all the posts and the validity of the rank list shall be up to 18 months from the date of reporting of the last candidate, from the list of candidates advised to join on publication of the result, or until a fresh notification for the same post is issued. The rank list may be operated only if a vacancy occurs either due to the non-joining of candidate advised to join from the rank list or due to subsequent separation of a candidate selected from the rank list at the discretion of Hooghly CSL.
- (xiii) The number of posts indicated in this notification is based on existing requirement and shall vary depending on the future requirements, and the vacancies that may arise during the validity period of the rank list shall be filled up from that rank list at the discretion of Hooghly CSL.
- (xiv) Notwithstanding the above or any other conditions, Hooghly CSL reserves the right not to fill up the vacancies notified. Further, the filling up of the notified vacancies will be subject to the suitability of candidates in the rank list, availability of projects and job requirements. Hooghly CSL reserves the right to restrict/ alter/ cancel/ modify the recruitment process, if need so arises.
- (xv) Submission of application shall be considered as unconditional acceptance of all terms and conditions of this vacancy notification by the applicant.
- (xvi) All documents related to this selection shall be preserved for a period of two years from the date of publication of results.
- (xvii) Any legal proceedings in respect of any claim or dispute arising out of this advertisement and/or an application in response thereto and selection process thereafter can be instituted only in the Courts/Tribunals/Forums at Howrah/Kolkata and such Courts/ Authorities shall have sole and exclusive jurisdiction.
- (xviii) Any amendment, modification or addition to this advertisement shall be given in the CSL/Hooghly CSL websites only.
- (xix) For any further clarifications related to the advertisement and conduct of selection, please contact us via e-mail careers@hooghlycsl.com/call us at 033- 2955 8283, Ext.: 241.

“CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION”
“ONLY INDIAN NATIONALS NEED TO APPLY”

Sd/-
Sr. Manager (IR & HR),
Hooghly Cochin Shipyard Limited