COCHIN SHIPYARD LIMITED
A GOVERNMENT OF INDIA ENTERPRISE
A MINIRATNA COMPANY UNDER
THE MINISTRY OF PORTS, SHIPPING AND WATERWAYS

Vacancy Notification Ref No. CSL/NEWPROJ/GEN/PROP&APPR/HR/CKSRU/680/2026/71dated 05.11.2026

Cochin Shipyard Limited (CSL), a listed premier Miniratna Schedule 'A' Company of Government of India, invites **Online applications** from Indian citizens, fulfilling the eligibility requirements for filling up of the following **Supervisory post in CSL Kolkata Ship Repair Unit (CKSRU), Kolkata: -**

A. Name of Post, Educational Qualification, Experience & Job Requirements:

TABLE 1

Name of Post	Educational Qualification, Experience & Job Requirements
Assistant Engineer (Civil)	Educational Qualification: Three year Diploma in Civil Engineering from an institute approved by the West Bengal State Council of Technical & Vocational Education and Skill Development/AICTE. Experience: Essential: a) Seven years post qualification experience in supervisory capacity or above in works • relating to civil, • construction and maintenance of Infrastructure projects including housekeeping in Shipyard or Engineering company or Large Civil construction company or Government / Semi-Government Company / Establishments. Desirable: • Ability to speak in Hindi/ Bengali/ English. • Knowledge of civil construction and maintenance practices related to marine/industrial infrastructure. • Familiarity with dry dock and berth maintenance activities. • Ability to supervise manpower and contractors effectively. • Understanding of engineering drawings, estimates, and specifications. • Good coordination, communication, and problem-solving skills. • Awareness of industrial safety procedures and quality practices. • Basic computer knowledge for reporting and documentation. Job Requirements: a) Planning, organizing and coordinating the activities related to civil

Name of Post	Educational Qualification, Experience & Job Requirements
	engineering works for ship repair infrastructure, including dry docks, berths, workshops, buildings, roads, drainage systems and other allied facilities. b) Execution and timely completion of civil maintenance, construction and infrastructure development works related to ship repair projects. c) Supervising and monitoring civil works associated with ship docking, afloat repairs, estate management, housekeeping services, staging/scaffolding activities and vessel accommodation works. d) Coordinating with production, planning, mechanical, electrical, safety departments, clients, vendors and contractors for smooth execution of civil works and project completion. e) Supervising contractors and workforce engaged in civil construction, repair and maintenance activities and ensuring optimum utilization of manpower, machinery, equipment and materials. f) Ensuring all civil works are executed in accordance with approved drawings, technical specifications, quality standards, work schedules and statutory requirements. g) Conducting routine inspections of civil structures, identifying maintenance requirements and maintaining records of work progress, site activities, measurements and material utilization. h) Assisting in the preparation of estimates, work orders, technical reports, project documentation and other civil engineering related activities. i) Ensuring strict compliance with Yard Quality Management System, HSE requirements, environmental regulations and safety standards during execution of all civil works. j) Participating in emergency repair works, breakdown maintenance and other urgent civil engineering activities as and when required. k) Should be a good team player and shall demonstrate professionalism in official activities. l) Should be willing to travel at short notice, willing to take responsibility to work against the set targets within the stipulated time frame. m) Not limited to the above, the officer shall be liable to perform any other duties assigned by the competent authority from time to time in the interest of the Company.
Assistant Engineer (Mechanical)	Educational Qualification: Three year Diploma in Mechanical Engineering from a State Board of

Name of Post	Educational Qualification, Experience & Job Requirements
	Technical Education. Experience: a) Seven years post qualification experience in mechanical works in a • Shipyard or • Dockyard or • Engineering Company or • Government Establishment. b) Out of the seven years experience, two years should be in supervising mechanical works and workmen. Desirable : a) Ability to speak in Hindi/ Bengali/ English. b) Experience of working in an ERP/ SAP/ computerised environment.

B. Important Dates:

Commencement of Online Application : 05 November 2026
Last Date of Online Application : 27 November 2026

C. Grade, No. of Vacancies and Reservation:

TABLE 2

Name of the Post	Grade	UR
Assistant Engineer (Civil)	PS1	1
Assistant Engineer (Mechanical)		1

(i) CSL reserves the right to increase / decrease the number of vacancies or not to fill up the vacancy or cancel the recruitment process, as per its requirement .

(ii) The work calls for frequent visits to work sites, shops, docks, and ships under construction and repair; climbing up and down vertical ladders; moving through narrow passages and manholes; working in confined spaces; and working at heights, etc. Hence, it has not been identified as suitable for PwBDs, as there is a high risk to the safety of such persons and others. The work environment is not conducive for PwBDs.

D. Pay Scale, Benefits & Place of Posting:

(i) Pay scale:

TABLE 4

Grade	Pay scale
PS1	₹ 28,000-3%-1,10,000

(ii) Monthly Emoluments as on date: -

TABLE 5

Sl No	Wage Type	PS1
		Amount (In ₹)
1	Basic pay	₹ 28,000.00
2	DA (at present 59.10%)	₹ 16,548.00
3	HRA (at present 30%)	₹ 8,400.00
4	Perks & Allowances (35%)	₹ 9,800.00
	Total	**₹62,748.00**

(iii) Other benefits include New Pension Scheme, Contributory Provident Fund, Gratuity, Accident Insurance coverage, Medical Assistance Scheme, Post-Retirement Medical Assistance Scheme, Earned Leave encashment, Performance related Payment etc. as admissible as per rules of CSL.

(iv) The posting shall be at **CSL Kolkata Ship Repair Unit (CKSRU) Kolkata/any other CSL units/project sites as desired by CSL.** However, depending upon project requirements, the candidate is liable to be transferred to different units of CSL. The appointment to the post carries with it the obligation to serve in any department of 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.

(v) Selected candidate shall be placed in the minimum of the pay scale and pay protection will not be considered.

E. Age:

(i) The upper age limit prescribed for the posts shall not exceed 45 years as on **27 November 2026**, i.e. applicants should be born on or after **28 November 1981**.

(ii) Age relaxation for Ex-servicemen shall be as per Government of India guidelines and shall be up to 50 years.

F. Method of Selection:

a) The selection process for Assistant Engineer (Civil) & Assistant Engineer (Mechanical) shall be conducted at CKSRU, Kolkata, or through interview via electronic media.

b) The method of selection shall include:-

(i) **Phase I – Offline test (Objective Type – 40 Marks & Descriptive Type – 40 Marks)**

(ii) **Phase II – Power point presentation on work experience (20 Marks)**

c) Depending on the number of online applications received, the tests shall be held at West Bengal as decided by CKSRU on behalf of CSL. The allocation of examination center shall be at the sole discretion of CSL.

d) The Objective type Offline test shall be of 45 minutes duration and consists 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 Objective Type Offline Test 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	20	40

*Each question carries one mark. There shall be no negative marks.

e) The Descriptive type offline test shall be of 40 marks, 90 minutes duration comprising of discipline related questions.

f) Detailed Syllabus for Objective type Offline test & Descriptive type Offline Test is at **Annexure I**. Please note that the given syllabus is only indicative and not exhaustive.

g) The mark list for each post shall be prepared on the basis of marks secured by the candidates in the Phase-I - Objective type offline test. The Descriptive test answer sheets of only those candidates shall be evaluated, who secure the minimum pass mark and above in Objective type test and who meet the notified eligibility requirements.

h) Candidates who score minimum pass marks and above shall be shortlisted for the certificate verification in the order of merit. The minimum pass mark for all categories (except PwBD) shall be 50% of the Total Marks of each test.

i) Candidates who score the minimum qualifying marks or above and meet the notified eligibility requirements shall be shortlisted for Certificate Verification. For this post, CSL shall call a sufficient number of candidates for Certificate Verification in the order of merit/reservation so as to maintain a minimum ratio of 6 candidates against one notified post. Only those candidates who successfully complete the Certificate Verification shall be shortlisted to attend Phase-II of the selection process.

j) Further to the Certificate verification, the Phase II shall be conducted with the eligible candidates even if it is less than 1:6 ratio as decided by CSL.

k) The Phase II (Power Point Presentation), shall be held at **CSL-Kolkata Ship Repair Unit, Kolkata**. The Power Point Presentation shall be of duration not more than ten minutes highlighting the work experience of candidates.

l) Depending upon the number of online applications received, CSL reserves the right to scrutinise applications for the post and prepare shortlist of candidates based on meeting eligibility requirements ascertained through the certificates uploaded by the applicants in

the online application portal and only such shortlisted candidates may be considered for the selection.

m) Rank lists of candidates who qualified in all the phases shall be prepared based on the total marks secured by the candidates in Phase I & Phase II. In case, same aggregate marks are 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 rank list. In case of a tie thereafter, relative merit shall be decided based on seniority in age.

G. Conditions:

a) Reservation:

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

b) Qualification:

(i) The minimum qualification stipulated for the posts must be from a University/Institute/ Examination Board recognized by AICTE/ appropriate statutory authority/ State/ Central Government.

(ii) **For the posts, applicants without the prescribed qualification, but having higher qualifications such as B. Tech, M. Sc., etc., shall not be considered.**

(iii) 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.

(iv) 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 post. 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 conversions certificate issued by the university. However, where the University/ Institute/Examination Board does not define criteria or provide percentage conversions 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 requirements shall only be considered. Period of post qualification experience shall be reckoned as on 27 November 2026.**

(ii) The period of completed Apprenticeship Training in the relevant discipline/ trade under the Apprentices Act 1961, shall be treated as experience. Any training with remuneration shall also be treated as experience. However, the period of training shall not be counted to calculate the two years supervisory 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 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 to CSL. 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 CSL. Candidature of such applicants will not be considered if objection if any 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 trade / 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 posts at the same pay scales notified by 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 etc.)** which can be accessed through our Online application facility from **05 November 2026 to 27 November 2026.** 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.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 the above clause. 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→ CKSRU, Kolkata)** 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 and submit their application**. The facility to submit their application can be accessed through the website **www.cochinshipyard.in (Career page→ CKSRU, Kolkata) from 05 November 2026 to 27 November 2026. 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 candidate 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 CSL.

(vii) ***Applicants need not send the online application print out/ certificates/ application fee in the form of DD/Challan/Cheque by post to Cochin Shipyard Ltd/CKSRU.***

(viii) The website will remain functional for the purpose of submitting applications from **05 November 2026** and the last date for submission of applications through online is **27 November 2026.** In order to avoid heavy traffic in website on the last date that may result in non-submission of application, applicants are advised to log in to 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 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 as a result 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) CSL CKSRU 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 online application, and information / replies to such queries should be only through the e-mail **career.cksru@cochinshipyard.in**. However, CSL or CKSRU 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 any other stage as decided by CSL**. Candidature is purely provisional subject to verification of original certificates in proof of age, qualification, experience, caste, medical fitness etc. and meeting the notified eligibility requirements. At the time of certificate 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 or there has been suppression of facts and information, the candidate shall not be considered for selection and candidature/ appointment will be cancelled/rejected without further notice.

(v) All candidates appearing for Personal Interview the post of Assistant Engineer, shall be reimbursed single to & fro third AC Rail 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 CKSRU, Kolkata, 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. This clause shall not apply in case of selection conducted through electronic media.

(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. **Schedule of the selection process shall be intimated to the short-listed applicants through E-mail/CSL website (Career page→ CKSRU, Kolkata**). Candidates are requested to frequently check the above website (**Career page→ CKSRU, Kolkata**) for updates related to the selection.

(viii) Mere submission of application through online, Issue of call letter and attending 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 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 CSL. The reports of such medical examination may be examined by Medical Officer of CSL and the appointment of the candidate is subject to certification of Medical fitness.

(xi) The selected candidate is required to give an undertaking to comply with CSL Policy on usage of smart phones at workplace.

(xii) 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.

(xiii) Rank list shall be maintained for the post 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 a 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 CSL.

(xiv) Notwithstanding the above or any other conditions, 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. CSL reserves the right to restrict/ alter/cancel/modify the recruitment process, if need so arises, without notice or assigning any reasons thereof.

(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 Ernakulam 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 website only.

(xix) For any further clarification related to the advertisement and conduct of selection, please contact us via e-mail **career.cksru@cochinshipyard.in. or landline no : (033)-29500058**

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

Sd/-
MANAGER (HR & IR)