



Vacancy Notification Ref No. P&A/18(186)/13-Vol IV dated 31 October 2020

RECRUITMENT FOR EXPERIENCED PROFESSIONALS

Cochin Shipyard Limited (CSL), a listed premier Mini Ratna Company of Government of India, invites **Online applications** from experienced professionals, for filling up of the following executive posts in **CSL, Kochi:-**

A. Name of Posts, Vacancies, Educational Qualification, Experience, Job Requirements & Age:

Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification, Experience & Job Requirements	Age
1.	Manager (Mechanical- Basic Design), E-3 Grade, ₹ 60000-180000	1 post (UR)	<u>Educational Qualification:</u> <u>Essential:</u> Degree in Mechanical Engineering with minimum of 60% marks from a recognized University. <u>Desirable:</u> Two years Post Graduate Degree in Engineering (M.Tech/MS) from a reputed Institution. <u>Experience:</u> <u>Essential:</u> a) Minimum of 9 years post qualification managerial experience in: <ul style="list-style-type: none">• Shipyard/• Ship Design House/• Classification Society (Plan Approval). b) Of the above, minimum of 3 years experience among the following ship design area(s): <ul style="list-style-type: none">i) Propulsion system & Auxiliary engineering systems.ii) Auxiliary engineering, piping (P & ID), Cargo handling & Deck Machinery systems.iii) Equipment Sizing & Selection.iv) Integration of Ship systems.v) Machinery space design & arrangements.vi) Experience in developing basic design calculations and drawings for class approval. c) In case of candidates working in PSUs / Government / Autonomous bodies in the regular cadre, one-year experience shall be in the immediate lower scale of pay or equivalent.	Not to exceed 40 years



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			<p><u>Desirable:</u></p> <p>a) Proficiency in working with analysis software, spreadsheet etc. Should be highly enthusiastic in learning new software applications in the subject domain.</p> <p>b) Experience of working in an ERP/ SAP/ computerised environment.</p> <p><u>Job Requirements:</u></p> <p>a) A good understanding of the ship's systems and technical aspects of various shipboard systems and equipment in general and also machinery/engineering systems such as propulsion system, main engines, deck machinery, HVAC etc.</p> <p>b) Well versed with various basic design key plans, class & statutory rules, international standards and production engineering aspects and shipbuilding standards, with adequate knowledge in power system drawings, engine control console layout and electrical load analysis, single line diagram etc.</p> <p>c) Solid knowledge and understanding of statutory rules and regulations of IMO, National Authorities and Classification Societies; relevant to the sphere of responsibility.</p> <p>d) Responsible for development of key design philosophy in areas such as propulsion and power transmission system, auxiliary and deck machinery sizing, develop auxiliary, piping & HVAC schematic through engineering calculation etc. and the respective basic design documentation.</p> <p>e) To perform necessary basic design calculations based on first principles and latest class & statutory rules and performing software analysis for the determination of equipment sizing and thus selection of the right equipment for the basic designs being developed by the team.</p> <p>f) Capable of working in a multi-disciplinary team comprising various disciplines.</p>	



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			<p>g) Able to understand various technical aspects of detail design and equipment procurement activities in shipbuilding. And to foresee major issues connected with detail design and test & trials during the ship construction phase.</p> <p>h) To plan and implement necessary software tools to enhance the various engineering system design & optimization analysis capabilities of the basic design team to confront with latest ship design challenges.</p>	
2.	<p>Manager (Electrical- Basic Design), E-3 Grade, ₹ 60000-180000</p>	<p>1 post (UR)</p>	<p><u>Educational Qualification:</u> <u>Essential:</u> Degree in Electrical & Electronics Engineering with minimum of 60% marks from a recognized University. <u>Desirable:</u> Two years Post Graduate Degree in Engineering (M.Tech/MS) from a reputed Institution.</p> <p><u>Experience:</u> <u>Essential:</u> a) Minimum of 9 years post qualification managerial experience in: <ul style="list-style-type: none"> • Shipyard/ • Ship Design House/ • Classification Society (Plan Approval). b) Of the above, minimum of 3 years experience in the following ship design area(s): i) Shipboard Power Generation & Distribution system design. ii) Equipment sizing/selection and electrical system analysis such as voltage drop calculation, short circuit calculation etc. iii) Well versed with classification society rules and other statutory regulations. iv) Design, selection & integration of Navigation and communication equipment for ship.</p>	<p>Not to exceed 40 years</p>



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			<p>v) Designing of equipment controls and instrumentation (P&ID).</p> <p>vi) Experience in developing basic design calculations and drawings for class approval.</p> <p>c) In case of candidates working in PSUs / Government / Autonomous bodies in the regular cadre, one-year experience shall be in the immediate lower scale of pay or equivalent.</p> <p><u>Desirable:</u></p> <p>a) Proficiency in working with analysis software packages, spreadsheet etc. Should be highly enthusiastic in learning new software applications in the subject domain.</p> <p>b) Experience of working in an ERP/ SAP/ computerised environment.</p> <p><u>Job Requirements:</u></p> <p>a) A good understanding of the ship's systems and technical aspects of various shipboard systems and equipment in general and electrical systems such as LV & HV Main switchboards, Variable frequency drives, Diesel generators, power distribution boards etc.</p> <p>b) Well versed with various basic design key plans, class & statutory rules, international standards and production engineering aspects and shipbuilding standards, with adequate knowledge in power system drawings, engine control console layout and electrical load analysis, single line diagram etc.</p> <p>c) Solid knowledge and understanding of statutory rules and regulations of IMO, National Authorities and Classification Societies; relevant to the sphere of responsibility.</p> <p>d) Good understanding of the basic architecture of the shipboard remote-control systems, PLCs and HMIs. Responsible for development of key design philosophy in areas such as power system, control</p>	



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			<p>& automation system, weapons & sensors, instrumentation, navigation system etc. and the respective basic design documentation.</p> <p>e) To perform necessary basic design calculations based on first principles and latest class & statutory rules and performing software analysis for the determination of equipment sizing and thus selection of the right equipment for the basic designs being developed by the team.</p> <p>f) Capable of working in a multi-disciplinary team comprising various disciplines.</p> <p>g) Able to understand various technical aspects of detail design and equipment procurement activities in shipbuilding. And to foresee major issues connected with detail design and test & trials during the ship construction phase.</p> <p>h) To plan and implement necessary software tools to enhance the electrical & power systems analysis capabilities of the basic design team.</p>	
3.	<p>Manager (Electronics-Basic Design), E-3 Grade, ₹ 60000-180000</p>	<p>1 post (UR)</p>	<p><u>Educational Qualification:</u> <u>Essential:</u> Degree in Electronics & Communication Engineering with minimum of 60% marks from a recognized University. <u>Desirable:</u> Two years Post Graduate Degree in Engineering (M.Tech/MS) from a reputed Institution.</p> <p><u>Experience:</u> <u>Essential:</u> a) Minimum of 9 years post qualification managerial experience in: <ul style="list-style-type: none"> • Shipyard/ • Ship Design House/ • Classification Society (Plan Approval). b) Of the above, minimum of 3 years experience in the following ship design area(s): i) Shipboard internal & external</p>	<p>Not to exceed 40 years</p>



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			<p>communication system.</p> <p>ii) Designing of control philosophy for various onboard systems like propulsion, power generation, integrated alarm monitoring system, Power Management System, integrated platform management system & integrated bridge system.</p> <p>iii) Antenna & radar system arrangement.</p> <p>iv) Well versed with classification society rules and other statutory regulations.</p> <p>v) Design of Bridge & control stations.</p> <p>vi) Designing of various shipboard equipment controls and instrumentation (P&ID).</p> <p>vii) Experience in developing basic design calculations and drawings for class approval.</p> <p>c) In case of candidates working in PSUs / Government / Autonomous bodies in the regular cadre, one-year experience shall be in the immediate lower scale of pay or equivalent.</p> <p><u>Desirable:</u></p> <p>a) Proficiency in working with analysis software packages, spreadsheet etc. Should be highly enthusiastic in learning new software applications in the subject domain.</p> <p>b) Experience of working in an ERP/ SAP/ computerised environment.</p> <p><u>Job Requirements:</u></p> <p>a) A good understanding of the ship's systems and technical aspects of various shipboard systems and equipment in general and electronics systems such as RADAR Plant, Electronic Navigation system, GPS, DP SYSTEM, VDR, EPIRB, AIS, GMDSS etc.</p> <p>b) Well versed with various basic design key plans, class & statutory rules, international standards and production engineering aspects and shipbuilding standards, with adequate knowledge in power system drawings, bridge console layout and</p>	



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			<p>electrical load analysis, single line diagram etc.</p> <p>c) Solid knowledge and understanding of statutory rules and regulations of IMO, National Authorities and Classification Societies; relevant to the sphere of responsibility.</p> <p>d) Good understanding of the basic architecture of the shipboard remote-control systems, PLCs and HMIs. Responsible for development of key design philosophy in areas such as control & automation system, internal & external communication systems, weapons & sensors, navigation system etc. and the respective basic design documentation.</p> <p>e) To perform necessary basic design calculations based on first principles and latest class & statutory rules and performing software analysis for the determination of equipment sizing and thus selection of the right equipment for the basic designs being developed by the team.</p> <p>f) Capable of working in a multi-disciplinary team comprising various disciplines.</p> <p>g) Able to understand various technical aspects of detail design and equipment procurement activities in shipbuilding. And to foresee major issues connected with detail design and test & trials during the ship construction phase.</p> <p>h) To plan and implement necessary software tools to enhance the electronics/electrical analysis capabilities of the basic design team such as EMI/EMC etc.</p>	
4.	Manager (Naval Architecture -Hull Structure Design), E-3 Grade, ₹ 60000-180000	1 post (UR)	<p><u>Educational Qualification:</u></p> <p><u>Essential:</u> Degree in Naval Architecture Engineering with a minimum of 60% marks from a recognized University.</p> <p><u>Desirable:</u> Two years Post Graduate Degree in Engineering (M.Tech/MS) from a reputed Institution.</p>	Not to exceed 40 years



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			<p><u>Experience:</u></p> <p><u>Essential:</u></p> <p>a) Minimum of 9 years post qualification managerial experience in Shipyards/ Ship design houses/Classification societies, out of which minimum 4 years experience in detailed engineering of hull structure design of ships.</p> <p>b) In case of candidates working in PSUs / Government / Autonomous bodies in the regular cadre, one-year experience shall be in the immediate lower scale of pay or equivalent.</p> <p><u>Desirable:</u></p> <p>a) 3D modelling and production drawings using any reputed PLM ship modeling software. Render sectional and multi-views of structural components, sub-assemblies, and parts recognized for completeness, accuracy and compliance to standards. Tribon M3/ Dassault 3D Experience preferred.</p> <p>b) Scantling calculation and structural key Plan generation /estimate and purchase technical specification preparation for procurement related activities. CAD experience preferred.</p> <p>c) Well versed with classification society rules and other statutory regulations.</p> <p>d) Ship Fabrication Site experience.</p> <p>e) Plan Approval in any leading classification society.</p> <p>f) Knowledge regarding development /assessment of production and manufacturing capability of own organization/external vendor/partner.</p> <p>g) Competency in structural analysis software.</p> <p>h) Cost Estimation and Budgeting.</p> <p>i) Project planning and management.</p> <p>j) Professional certificates.</p> <p>k) Experience of working in an ERP/ SAP/ computerised environment.</p>	



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			<p><u>Job Requirements:</u> Responsible for planning, organizing and co-ordinating the activities of Design/ Procurement of hull structure components (plates, stiffeners and other related items) and timely completion of all hull structure design & engineering related to ship building projects contracted by the company. Shall co-ordinate with project team across the company, classification societies, regulatory bodies, clients, vendors & contractors during project execution and ensure strict compliance to yard Quality Management and HSE Systems.</p>	
5.	Manager (Mechanical- Machinery Design) E-3 Grade, ₹ 60000-180000	2 posts (UR)	<p><u>Educational Qualification:</u> <u>Essential:</u> Degree in Mechanical Engineering with a minimum of 60% marks from a recognized University. <u>Desirable:</u> Two years Post Graduate Degree in Engineering (M.Tech/MS) from a reputed Institution.</p> <p><u>Experience:</u> <u>Essential:</u> a) Minimum of 9 years post-qualification managerial experience in Shipyards / Ship design houses/Classification societies, out of which minimum 4 years experience in detailed engineering of deck and machinery outfit of ships. b) In case of candidates working in PSUs / Government / Autonomous bodies in the regular cadre, one-year experience shall be in the immediate lower scale of pay or equivalent.</p> <p><u>Desirable:</u> a) 3D modelling and production drawings related to machinery like pipe spool, pipe support, composite plans, machinery arrangement drawings, bill of materials etc using any reputed PLM ship modeling software. Render sectional and multi-views of machinery components, sub-assemblies, and parts recognized for completeness, accuracy and</p>	Not to exceed 40 years



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			<p>compliance to standards.Tribon M3/ Dassault 3D Experience preferred.</p> <p>b) Design and development of schematics of various piping systems on board ships, HVAC, and sizing of main and auxiliary machinery in line with classification society rules and applicable statutory regulations. CAD experience preferred.</p> <p>c) Prepare estimates/ purchase technical specification of piping and associated components and main/ auxiliary equipment.</p> <p>d) Ship Fabrication site experience especially in machinery outfit.</p> <p>e) Plan Approval in any leading classification society.</p> <p>f) Knowledge regarding development /assessment of production and manufacturing capability of own organization/external vendor/partner.</p> <p>g) Competency in pipe flow software.</p> <p>h) Cost Estimation and Budgeting.</p> <p>i) Project planning and management.</p> <p>j) Professional certificates.</p> <p>k) Experience of working in an ERP/ SAP/ computerised environment.</p> <p>Job Requirements: Responsible for planning, organizing and co-ordinating the activities of machinery design/ Procurement of main and auxiliary machinery, HVAC piping and related components, timely completion of all machinery design & engineering related to ship building projects contracted by the company. Shall co-ordinate with project team across the company, classification societies, regulatory bodies, clients, vendors & contractors during project execution and ensure strict compliance to yard Quality Management and HSE Systems.</p>	
6.	Deputy Manager (Design- Information Technology),	1 post (UR)	<p>Educational Qualification: Essential: Degree in Engineering with minimum of 60% marks from a recognized University.</p>	Not to exceed 35 years

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Perumanoor P O, Kochi - 682015, Kerala, India

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	E-2 Grade, ₹ 50000-160000		<p><u>Desirable:</u> Proficiency in Computer Applications like AutoCAD, MS Project etc.</p> <p><u>Experience:</u></p> <p><u>Essential:</u></p> <p>a) Minimum of 7 years post qualification experience in C++/CAA with good programming skills.</p> <p>b) In case of candidates working in PSUs / Government / Autonomous bodies in the regular cadre, one-year experience shall be in the immediate lower scale of pay or equivalent.</p> <p><u>Desirable:</u></p> <p>a) Understanding of 3DEXPERIENCE Shipbuilding Platform (CATIA, DELMIA, ENOVIA, SIMULIA) knowledge based engineering EKL, Knowledge suite (action, check, rule, template, catalog, part/product family).</p> <p>b) Good analytical and problem solving skills.</p> <p>c) Experience of working in an ERP/ SAP/ computerised environment.</p> <p><u>Job Requirements:</u> Required skill and knowledge of using 3D Experience software and shall work with Design people who are having core knowledge of Ship Design for application development and customisation as per requirement. To understand and analyze requirements, to develop technical specifications, development and unit testing as per the requirement.</p>	
7.	Assistant Manager (Design-Information Technology), E-1 Grade ₹ 40000 - 140000	1 post (UR)	<p><u>Educational Qualification:</u> Degree in Engineering with minimum of 60% marks from a recognized University.</p> <p><u>Experience:</u></p> <p><u>Essential:</u> Minimum of three years post qualification experience in C++/CAA with good programming skills.</p>	Not to exceed 30 years



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			<p><u>Desirable:</u></p> <p>a) Understanding of 3DEXPERIENCE Shipbuilding Platform (CATIA, DELMIA, ENOVIA, SIMULIA) knowledge based engineering EKL, Knowledge suite (action, check, rule, template, catalog, part/product family).</p> <p>b) Good analytical and problem solving skills.</p> <p>c) Experience of working in an ERP/ SAP/ computerized environment.</p> <p><u>Job Requirements:</u></p> <p>Required skill and knowledge of using 3D Experience software and shall work with Design people who are having core knowledge of Ship Design for application development and customisation as per the requirement.</p>	
8.	<p>Manager (Electrical-Strategic & Advanced Solutions), E-3 Grade, ₹ 60000-180000</p>	<p>1 post (UR)</p>	<p><u>Educational Qualification:</u></p> <p><u>Essential:</u></p> <p>Degree in Electrical/Electrical & Electronics Engineering with minimum of 60% marks from a recognized University.</p> <p><u>Desirable:</u></p> <p>Two years Post Graduate Degree in Engineering (M.Tech/MS) from a reputed Institution.</p> <p><u>Experience:</u></p> <p><u>Essential:</u></p> <p>a) Minimum of 9 years post qualification managerial experience, out of which minimum 5 years experience among the areas of Design/Research & Development /manufacturing /integration testing in industrial power system design/Industrial power electronics/Industrial automation and control.</p> <p>b) In case of candidates working in PSUs/ Government / Autonomous bodies in the regular cadre, one year experience shall be in the immediate lower scale of pay or equivalent.</p>	<p>Not to exceed 40 years</p>

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			<p><u>Desirable:</u></p> <p>a) Project management experience including cost estimation, budgeting, risk management, cost control and change management.</p> <p>b) LV/MV system design.</p> <p>c) LV/MV Industrial drives.</p> <p>d) DCS/SCADA.</p> <p>e) Overseas experience.</p> <p>f) Product plans/strategy, Solution road maps, business models for collaboration.</p> <p>g) Knowledge regarding development /assessment of production and manufacturing capability of own organization/external vendor/partner.</p> <p>h) Coding experience in SCADA/DCS platforms.</p> <p>i) CAD and ETAP experience.</p> <p>j) AI/ML exposure.</p> <p>k) Awareness of Market research and Business development.</p> <p>l) Experience in Marine related Engineering companies.</p> <p>m) Experience of working in an ERP/ SAP/ computerised environment.</p> <p><u>Job Requirements:</u></p> <p>Responsible for exploring new avenues for growth in advanced marine technologies and find out suitable partners and form long term collaboration to develop technical skill and generate more revenue. To effectively manage Projects including cost estimation, budgeting, risk management, cost control and change management.</p>	
9.	Manager (Electronics-Strategic & Advanced Solutions), E-3 Grade, ₹ 60000-180000	1 post (UR)	<p><u>Educational Qualification:</u></p> <p><u>Essential:</u></p> <p>Degree in Electronics / Electronics & Communication / Electronics & Instrumentation/Applied Electronics Engineering with minimum of 60% marks from a recognized University.</p>	Not to exceed 40 years



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			<p><u>Desirable:</u> Two years Post Graduate Degree in Engineering (M.Tech/MS) from a reputed Institution.</p> <p><u>Experience:</u></p> <p><u>Essential:</u></p> <p>a) Minimum of 9 years post qualification managerial experience, out of which minimum 5 years experience among the areas of Design/Research & Development/manufacturing/integration testing in electronic system design and manufacturing/industrial electronic product design/ Industrial automation and control.</p> <p>b) In case of candidates working in PSUs/ Government / Autonomous bodies in the regular cadre, one year experience shall be in the immediate lower scale of pay or equivalent.</p> <p><u>Desirable:</u></p> <p>a) Digital/analog electronic circuits, embedded systems including embedded software.</p> <p>b) SBCs/IoT solutions.</p> <p>c) RF and Wireless technology.</p> <p>d) Industrial networking /distributed systems.</p> <p>e) Overseas experience.</p> <p>f) Project management experience including cost estimation, budgeting, risk management, cost control and change management.</p> <p>g) Product plans/strategy, Solution road maps, business models for collaboration.</p> <p>h) Knowledge regarding development /assessment of production and manufacturing capability of own organization/external vendor/partner.</p> <p>i) CAD, EDA, VHDL experience.</p> <p>j) AI/ML exposure.</p> <p>k) Awareness of Market research and Business development.</p> <p>l) Experience in Marine related Engineering companies.</p>	



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			<p>m) Experience of working in an ERP/ SAP/ computerised environment.</p> <p><u>Job Requirements:</u> Responsible for exploring new avenues for growth in advanced marine technologies and find out suitable partners and form long term collaboration to develop technical skill and generate more revenue. To effectively manage Projects including cost estimation, budgeting, risk management, cost control and change management.</p>	
10.	Assistant General Manager (Business Development – New Ship Building), E-5 Grade, ₹ 80000 – 220000	1 post (UR)	<p><u>Educational Qualification:</u> <u>Essential:</u> Degree in Engineering with minimum of 60% marks from a recognized University. <u>Desirable:</u> Two years Post Graduate Degree/ Diploma in Business Administration from a reputed institution.</p> <p><u>Experience:</u> <u>Essential:</u> a) Minimum of 15 years post qualification managerial experience of which at least 5 years shall be in Client Facing positions in marine related company like Shipyard/ Dockyard/ Offshore Company/ Classification Societies/Marine Inspection Agencies/Other Marine Installations/Government or Semi-Government Companies/Establishments etc. with exposure to Techno-Commercial Proposal Build-Up, Contract Negotiations, networking and creating opportunities with Ship Broking firms, liaisoning with potential clients especially in new Ship Building areas. b) In case of candidates working in PSUs/ Government / Autonomous bodies in the regular cadre, one year experience shall be in the immediate lower scale of pay or equivalent.</p>	Not to exceed 50 years.

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			<p><u>Desirable:</u></p> <ul style="list-style-type: none">a) Experience obtained from leading shipyards in India/ Middle-east / Far-east countries with good track record.b) Knowledge and exposure to Defence Procurement Policy of MOD, concepts of Foreign Exchange Management, Customs, Budgeting & Cost Estimation etc.c) Experience in leading companies and international exposure with good track record.d) Knowledge of MS Office software.e) Experience of working in an ERP/ SAP computerised environment.f) Working knowledge in Hindi. <p><u>Job Requirements:</u></p> <p>Shall be responsible for all Business Development activities of the organisation primarily in the areas of new Ship Building, both long term & short-term strategic planning for the project opportunities of shipyard. Responsible for new Ship Building projects, securing Ship Building Contracts, conducting techno-commercial discussions/ negotiations, networking and creating opportunities with Ship Broking firms, potential clients, Consulates of Foreign Countries deemed as potential customers, classification societies, major OEMs etc. Responsible for estimation and bidding, providing techno-commercial offers for new Ship Building projects, negotiating & concluding contracts, including their legal aspects. Responsible for Contract Management, interaction with clients, classification societies, other agencies etc, for smooth project execution, effecting delivery of vessels as well as co-ordinating post delivery services etc. Not limited to anything mentioned above, the officer shall be responsible to comply with all instructions & tasks delegated by the superiors. Should be willing to travel extensively in India and Abroad.</p>	

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11.	Manager (Business Development-New Ship Building), E-3 Grade, ₹ 60000-180000	2 posts (UR)	<p><u>Educational Qualification:</u></p> <p><u>Essential:</u> Degree in Engineering with minimum of 60% marks from a recognized University.</p> <p><u>Desirable:</u> Two years Post Graduate Degree/Diploma in Business Administration from a reputed institution.</p> <p><u>Experience:</u></p> <p><u>Essential:</u></p> <p>a) Minimum of 9 years post qualification managerial experience of which at least 4 years shall be in Client Facing positions in marine related company like Shipyard/Dockyard/Offshore Company/Classification Societies/Marine Inspection Agencies/Other Marine Installations/Government or Semi-Government Companies/Establishments etc. with exposure to Techno-Commercial Proposal Build-Up, Contract Negotiations, networking and creating opportunities with Ship Broking firms, liaisioning with potential clients, especially new ship building areas.</p> <p>b) In case of candidates working in PSUs/ Government / Autonomous bodies in the regular cadre, one year experience shall be in the immediate lower scale of pay or equivalent.</p> <p><u>Desirable:</u></p> <p>a) Experience in Business Development in a reputed shipyard.</p> <p>b) Knowledge and exposure in dealing with Marine related company such as a Ship Builder, Ship operator or Class Society representative.</p> <p>c) Experience in leading companies and international exposure with good track record shall be specially considered.</p> <p>d) Working experience in Ships, in Ship construction/ Warship Overseeing Team.</p>	Not to exceed 40 years



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			<p>e) Experience of working in an ERP/ SAP computerised environment. f) Working knowledge in Hindi.</p> <p><u>Job Requirements:</u></p> <p>a) Achieve specific new shipbuilding and associated segmental goals as set out in the Company's Strategy Roadmap. b) Key Accounts Manager (KAM) role in Business Development Department for the allocated segment(s) and associated fields. Stay focused on the sector, involve with all stakeholders and generate sizeable values/ revenues from this segment in a time bound manner. c) Travel at short notice. d) Create requisite market outreach, connect with key organisations, gain detailed knowledge of developments and future potential of the specific sector to ensure higher revenues for the company. e) Work on new strategic segments related to the allocated account as well as other identified potential areas towards achieving the aspirations lined out in the strategy roadmap of the yard. f) Should be willing to travel extensively in India and Abroad.</p>	
12.	<p>Manager (Electrical-Ship Building Outfit) E-3 Grade, ₹ 60000-180000</p>	<p>2 posts (UR)</p>	<p><u>Educational Qualification:</u> <u>Essential:</u> Degree in Electrical Engineering/Electrical & Electronics Engineering with minimum of 60% marks from a recognized University. <u>Desirable:</u> Two years Post Graduate Degree in Engineering (M.Tech/MS) from a reputed Institution.</p> <p><u>Experience:</u> <u>Essential:</u> a) Minimum of 9 years post qualification managerial experience in</p>	<p>Not to exceed 40 years</p>



Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification, Experience & Job Requirements	Age
			<ul style="list-style-type: none">• Ship Building/• Ship Repair Operations/• Marine related Engineering company. <p>b) Experience shall be among the following domains:-</p> <ul style="list-style-type: none">i) Electrical Outfitting – Execution of works like installation of Cable Ways & Equipments, Cable Pulling and Cable Termination.ii) Electrical Repairs – Repairing of Electrical equipments in connection with Ship Repair Operations.iii) Commissioning of Equipments – Switch Boards/Diesel Generators/Power Management System/Variable Frequency Drives/Alarm Monitoring System/Electric Propulsion Systems/Onboard DC Grid & Energy Storage.iv) Testing and Trials – Quality Assurance of Electrical Systems and Equipments. Presentation of systems for Surveys. Execution of Harbour Trials and Sea Trials of vessels. <p>c) In case of candidates working in PSUs/ Government / Autonomous bodies in the regular cadre, one year experience shall be in the immediate lower scale of pay or equivalent.</p> <p><u>Desirable:</u> Experience of working in an ERP/ SAP computerised environment.</p> <p><u>Job Requirements:</u> Responsible for all works and activities connected with Electrical Outfitting and timely completion of the Commissioning of Electrical, Electronics & Instrumentation Equipments and Maintenance of Equipments onboard vessels. Responsible for co-ordination with Project teams, owner reps, Class Surveyors, vendors & contractors during project execution, ensure strict compliance to yard Quality Management and HSE Systems.</p>	

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Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification, Experience & Job Requirements	Age
13.	Assistant General Manager (Materials), E-5 Grade, ₹ 80000 – 220000	1 post (UR)	<p><u>Educational Qualification:</u></p> <p>a) Degree in Mechanical/Production/Electrical/Electronics/ Civil Engineering with minimum of 60% marks from a recognized University.</p> <p>b) Post Graduate Degree/Diploma in Materials Management/Inventory Management/ Stores Management or Post Graduate Degree/Diploma in Business Administration.</p> <p><u>Experience:</u></p> <p><u>Essential:</u></p> <p>a) Minimum of 15 years post qualification managerial experience in any Engineering Company / Shipyard.</p> <p>b) Of the above, minimum of 7 years experience shall be in the following domains (in any two areas) :-</p> <p>i) Ware house/stores management, inventory control, surplus/defective stock disposal etc.</p> <p>ii) Logistics contract management/ Material procurement / Contract management.</p> <p>iii) Liaisoning with customs and experience in customs formalities for import/export/experience in handling various Shipping documentations.</p> <p>c) In case of candidates working in PSUs/ Government / Autonomous bodies in the regular cadre, one year experience shall be in the immediate lower scale of pay or equivalent.</p> <p><u>Desirable:</u></p> <p>Experience of working in an ERP/SAP/computerized environment.</p> <p><u>Job Requirements:</u></p> <p>Shall be responsible for total inventory management from receipt of materials to issue to production purpose including proper accounting, documentation, storage, protection/preservation and periodic verification of inventory. Shall arrange disposal of life</p>	Not to exceed 50 years.

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			expired and surplus/rejected materials, conduct periodic physical stock and perpetual inventory verification in a systematic manner and make necessary stock adjustments. Shall also liaise with customs for hassle free import of materials and act as the Customs Liaisoning Officer. Shall optimise inventory control procedures and conduct ABC analysis / other modern inventory management techniques in various stores. Training of staff in the stores and to ensure effective utilization of manpower shall also be the responsibility. Shall also conduct spend analyses and prepare detailed reports on inventory operations, stock level, adjustments etc. Shall also implement innovative storage methodologies/material handling across various stores and shall also perform daily analysis to predict potential inventory problems. Shall lead and guide a team of around 40 people.	
14.	Manager (Materials), E-3 Grade, ₹ 60000-180000	2 posts (UR)	<u>Educational Qualification:</u> a) Degree in Mechanical/ Production/Electrical/ Electronics/Civil Engineering with minimum of 60% marks from a recognized University. b) Post Graduate Degree/Diploma in Materials Management /Supply Chain Management or Post Graduate Degree/Diploma in Business Administration from a reputed institution. <u>Experience:</u> <u>Essential:</u> a) Minimum of 9 years post qualification managerial experience in any Engineering Company / Shipyard. b) Of the above, minimum of 5 years experience shall be in any two of the following domains :- i) Supplier/Vendor management and development. ii) Material procurement/contract management of items such as equipment, machinery, engineering materials etc.	Not to exceed 40 years



Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification, Experience & Job Requirements	Age
			<p>iii) Experience in handling Public procurement requirements mandated by Govt of India.</p> <p>c) In case of candidates working in PSUs/ Government / Autonomous bodies in the regular cadre, one year experience shall be in the immediate lower scale of pay or equivalent.</p> <p>Desirable: Experience of working in an ERP/ SAP computerised environment.</p> <p>Job Requirements:</p> <p>a) To manage the vendor cell and shall aggregate vendor data and communicate vendor performance and make improvement in vendor performance. Shall also manage and improve the relationship with the vendors.</p> <p>b) Sourcing and purchasing of materials/services as per procedures and regulatory requirements, publish tenders, evaluate bids, negotiate contracts, make recommendations etc.</p> <p>c) To lead and manage corporate and regulatory compliance with respect to various public procurement requirements mandated by Government and to regularly communicate reports.</p> <p>d) Manage and motivate a team of procurement staff and to liaise between suppliers, internal departments, legal counsels, other external agencies so that procurement objectives are met.</p>	
15.	Manager (Planning & Project Management), E-3 Grade, ₹ 60000-180000	1 post (UR)	<p>Educational Qualification:</p> <p>Essential: Degree in Mechanical/ Electrical/ Marine/ Naval Architecture Engineering with minimum of 60% marks from a recognized University.</p> <p>Desirable: Two years Post Graduate Degree/Diploma in Project Management, PMP (Project Management Professional) certificate from reputed institution like PMI.</p>	Not to exceed 40 years



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Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification, Experience & Job Requirements	Age
			<p><u>Experience:</u> <u>Essential:</u> a) Minimum of 9 years post qualification managerial experience in the areas of Project Planning/ Execution / Design in : <ul style="list-style-type: none"> • Shipbuilding/ • Ship repair/ • Offshore Fabrication. b) Of the above, minimum of 4 years experience shall be exclusively in department dealing with Planning / Project Management. c) In case of candidates working in PSUs / Government / Autonomous bodies in the regular cadre, one-year experience shall be in the immediate lower scale of pay or equivalent.</p> <p><u>Desirable:</u> a) Experience of working in MS project and other latest Planning and Project Management tools. b) Experience in Dassault Enovia Project Management platform. c) Experience of working in an ERP/ SAP/ computerised environment.</p> <p><u>Job Requirements:</u> Responsible for planning, organizing and co-ordinating the activities of planning department of new construction ships, this include coordination with project team, clients, owners, classification society, vendors and sub-contractors ensuring strict compliance to yard quality manual & HSE system.</p>	
16.	Assistant General Manager (Marine), E-5 Grade, ₹ 80000-220000	1 post (OBC)*	<p><u>Educational Qualification:</u> a) Degree in Marine Engineering with a minimum of 60% marks from a recognized University. OR Degree in Mechanical / Naval Architecture Engineering with a minimum of 60% marks from a recognized University, along with pass in one year</p>	Not to exceed 53 years, for OBC (NCL)



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Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification, Experience & Job Requirements	Age
			<p>Graduate Marine Engineering course (pre-sea training) conducted by Directorate General of Shipping, Govt. of India.</p> <p>b) At least II class MOT Certificate of Competency (Motor) issued under Merchant Shipping Act 1958.</p> <p>Experience:</p> <p>a) Minimum of 15 years post qualification experience.</p> <p>b) Of the above, minimum of 6 years shall be watch keeping experience on board ships.</p> <p>c) The remaining experience shall be in the areas of Design/ Procurement/ Planning/ Production Engineering/ Fabrication/ Outfitting / Repairs/ Quality Assurance/ Project Execution in any of the following:</p> <ul style="list-style-type: none">• Shipbuilding company/• Ship repair company/• Engineering company/• Offshore Fabrication/• Other Marine Installations/• Classification Societies/• Marine related Engineering companies/Ports /• Government / Semi-Government Companies/ Establishments. <p>d) In case of candidates working in PSUs/ Government / Autonomous bodies in the regular cadre, one year experience shall be in the immediate lower scale of pay or equivalent.</p> <p>Desirable:</p> <p>Experience of working in an ERP/ SAP/ computerised environment.</p> <p>Job Requirements:</p> <p>a) Responsible for holding and execution of Ship Repair activities with focus on marine engineering related to Ship Repair including quality control and Project Management.</p> <p>b) Planning, organizing and coordinating the activities of Ship Repair.</p>	candidates.



Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification, Experience & Job Requirements	Age
			<p>c) Create requisite operational functions in the department, manage workmen and contractors, gain detailed knowledge of developments and growth potential specific to the field.</p> <p>d) Lead and undertake various testing, commissioning, basin trials and sea trails on board ships.</p> <p>e) Sail on board ships if required as part of repair activity.</p> <p>f) Align focus with development of the department to meet the organizational objective.</p> <p>g) Build and develop client relationship.</p> <p>h) Hold key account management and dock controller based on requirement.</p> <p>i) Lead a team for various projects.</p> <p>j) Liaise with clients facilitating smooth operational functions in Ship Repair.</p> <p>k) Adapt to changing Ship Repair operations needs.</p> <p>l) Work on new strategic requirements related to allocated account as well as other identified potential areas towards achieving the aspirations lined out in the road map of the yard.</p>	
17.	<p>Manager (Marine), E-3 Grade, ₹ 60000-180000</p>	<p>2 posts (1 UR, 1 SC)</p>	<p><u>Educational Qualification:</u></p> <p>a) Degree in Marine Engineering with minimum of 60% marks from a recognized University.</p> <p style="text-align: center;">OR</p> <p>Degree in Mechanical Engineering/Naval Architecture with minimum of 60% marks from a recognized University, along with pass in one year Graduate Marine Engineering course (pre-sea training) conducted by Directorate General of Shipping, Govt. of India.</p> <p>b) At least II class MOT Certificate of Competency (Motor) issued under Merchant Shipping Act 1958.</p> <p><u>Experience:</u></p> <p>a) Minimum of 9 years post qualification experience.</p> <p>b) Of the above, minimum of 6 years shall be sailing experience on board ships.</p>	<p>Not to exceed 40 years</p>



Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification, Experience & Job Requirements	Age
			<p>c) Experience of 9 years will be relaxable at the discretion of Shipyard by a maximum of two years in case sufficient candidates with notified eligibility requirements are not available.</p> <p>d) In case of candidates working in PSUs / Government / Autonomous bodies in the regular cadre, one-year experience shall be in the immediate lower scale of pay or equivalent.</p> <p>Job Requirements:</p> <p>a) Planning, organizing and coordinating the activities of Ship Repair.</p> <p>b) Carry out functions of the marine engineering related activities in Ship Repair.</p> <p>c) Sail on board ships if required to undertake repairs.</p> <p>d) Execute Ship Repair activities with focus on marine engineering related Ship Repair including, quality control and Project Management.</p> <p>e) Manage workmen and contractors, gain detailed knowledge of developments and potential specific to the field.</p> <p>f) Align focus with development of the department to meet the organizational objective.</p> <p>g) Build and develop client relationship.</p> <p>h) Lead a team for various projects.</p> <p>i) Work on new strategic requirements related to allocated account aligned to the strategic need of the yard.</p>	
18.	Manager (Naval Weapons Engineering), E-3 Grade, ₹ 60000-180000	2 posts (UR)	<p>Educational Qualification:</p> <p>Essential: Degree in Mechanical/Electrical/Electronics Engineering with a minimum of 60% marks from a recognized University.</p> <p>Desirable: Two years Post Graduate Degree/Diploma in Business Administration from a reputed institution.</p>	Not to exceed 40 years



Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification, Experience & Job Requirements	Age
			<p><u>Experience:</u></p> <p><u>Essential:</u></p> <p>a) Minimum of 9 years post qualification managerial experience of which at least 4 years experience in the construction/ repair of Weapons platforms / Submarines in a Shipyard/ Dockyard/ Defence establishment/ Marine Engineering Company/ Engineering Company.</p> <p>b) In case of candidates working in PSUs / Government / Autonomous bodies in the regular cadre, one-year experience shall be in the immediate lower scale of pay or equivalent.</p> <p><u>Desirable:</u></p> <p>a) Hands on experience in weapons installation & repair.</p> <p>b) Experience in executing and managing contracts.</p> <p>c) Working knowledge in areas related to Marine/ Defence Weapons related Engineering companies / Government or Semi-Government Companies/ Establishments.</p> <p>d) Knowledge and exposure in dealing with Marine/defence weapons related company such as a Ship repairer/ builder, Ship operator or Class Society representative.</p> <p>e) Working experience in Ships, Repair superintendents, Refit monitoring teams, Warship overseeing teams.</p> <p>f) Experience of working in an ERP/ SAP computerised environment.</p> <p><u>Job Requirements:</u></p> <p>a) Responsible for holding weapons repair team and business management & strategy for naval weapons section.</p> <p>b) Planning, organising and co-ordinating the activities of weapons repair.</p> <p>c) Hold key account management for business development for repair of Naval weapon platforms / weapons installation & repairs.</p>	

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			<p>d) Understanding of market position of Naval weapon platforms repair business. Build and develop customer relationship & OEM relationship and hold key account management for independent field of weapons repair.</p> <p>e) Adapt to changing business needs.</p> <p>f) Ability to set up and manage Naval weapons repairs.</p>	
19.	Manager (Business Development- Ship Repair) E-3 Grade, ₹ 60000-180000	2 posts (UR)	<p><u>Educational Qualification:</u></p> <p><u>Essential:</u> Degree in Engineering with a minimum of 60% marks from a recognized University.</p> <p><u>Desirable:</u> Two years Post Graduate Degree/Diploma in Business Administration from a reputed institution.</p> <p><u>Experience:</u></p> <p><u>Essential:</u></p> <p>a) Minimum of 9 years post qualification managerial experience of which at least 4 years shall be in the Client facing positions in marine related company like Shipyard/ Dockyard/ Offshore Company/ Classification Societies/Marine Inspection Agencies/Other Marine Installations/Government or Semi-Government Companies/Establishments etc. with exposure to Techno-commercial proposals, contract negotiations, cost estimations, contract management, networking and liaisoning with potential clients in the field.</p> <p>b) In case of candidates working in PSUs / Government / Autonomous bodies in the regular cadre, one-year experience shall be in the immediate lower scale of pay or equivalent.</p> <p><u>Desirable:</u></p> <p>a) Experience in Business Development in a reputed shipyard.</p> <p>b) Experience in executing and managing contracts.</p>	Not to exceed 40 years



Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification, Experience & Job Requirements	Age
			<p>c) Knowledge and exposure in dealing with Marine related company such as a Ship repairer/ builder, Ship operator or Class Society representative.</p> <p>d) Experience in leading companies and international exposure with good track record shall be specially considered.</p> <p>e) Working experience in Ships, Repair superintendents, Refit monitoring teams, Warship overseeing teams.</p> <p>f) Experience of working in an ERP/ SAP computerised environment.</p> <p>g) Working knowledge in Hindi.</p> <p><u>Job Requirements:</u></p> <p>a) Responsible for holding and execution of business management plan for specific sector/owner.</p> <p>b) Planning, organising and co-ordinating the activities of Business Development and key account management for Ship Repair Business development.</p> <p>c) Understanding of market potential in Ship Repair business.</p> <p>d) Build and develop customer relationship.</p> <p>e) Hold key account management for independent field of business.</p> <p>f) Enable support mechanism for Ship Repair business development.</p> <p>g) Adapt to changing Ship Repair business needs.</p> <p>h) Travel at short notice.</p> <p>i) Create requisite market outreach, connect with key organization, gain detailed knowledge of developments and future potential of specific sector.</p> <p>j) Work on new strategic segments related to allocated account as well as other identified potential areas towards achieving the aspirations lined out in the strategic road map of the yard.</p>	

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Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification, Experience & Job Requirements	Age
20.	Manager (Legal) E-3 Grade ₹ 60000 - 180000	1 post (UR)	<p><u>Educational Qualification:</u></p> <p><u>Essential:</u></p> <p>a) Degree with minimum of 60% marks from a recognized University and LLB Degree (3 years) with 60% marks from a University or Institute recognized by Bar Council of India, OR</p> <p>b) BL / LLB (5 Years) with a minimum of 60% marks from a University or Institute recognized by Bar Council of India.</p> <p><u>Desirable:</u></p> <p>Knowledge of Malayalam.</p> <p><u>Experience:</u></p> <p><u>Essential:</u></p> <p>a) Minimum of 9 years post qualification experience in handling legal matters :</p> <p>i) As a practising advocate in the High Court/ Lower Courts/Tribunals/Judicial or Quasi-judicial bodies.</p> <p style="text-align: center;">And /or</p> <p>ii) In a Section or Department of Public Sector Companies or Private Sector Companies or Commercial Establishments.</p> <p>b) In case of candidates working in PSUs/ Government / Autonomous bodies in the regular cadre, one year experience shall be in the immediate lower scale of pay or equivalent.</p> <p><u>Desirable:</u></p> <p>a) Experience in handling cases related to Labour, Civil and Contractual matters, Company laws in the High Court and subordinate courts, Judicial or Quasi-judicial forums, Arbitration, Mediation etc.</p> <p>b) Preference shall be given to candidates with at least three years experience in handling Labour, Civil and Contractual matters in a Legal Cell or Section or Department of Public Sector Companies or Private Sector Companies or Commercial Establishments.</p>	Not to exceed 40 years

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Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification, Experience & Job Requirements	Age
			c) Proficiency and experience of working in a computerized environment.	
21.	Assistant Manager (Legal) E-1 Grade ₹ 40000- 140000	1 post (UR)	<p><u>Educational Qualification:</u> <u>Essential:</u></p> <p>a) Degree with a minimum of 60% marks from a recognized University and LLB Degree (3 years) from a University or Institute recognized by Bar Council of India, OR</p> <p>b) BL / LLB (5 Years) with a minimum of 60% marks from a University or Institute recognized by Bar Council of India.</p> <p><u>Desirable:</u> Knowledge of Malayalam.</p> <p><u>Experience:</u> <u>Essential:</u> Minimum of 3 years post qualification experience in handling legal matters :</p> <p>i) As a practising advocate in the High Court/ Lower Courts/Tribunals/Judicial or Quasi-judicial bodies</p> <p style="text-align: center;">And /or</p> <p>ii) In a Section or Department of Public Sector Companies or Private Sector Companies or Commercial Establishments.</p> <p><u>Desirable:</u></p> <p>a) Experience in handling cases related to Labour, Civil and Contractual matters, Company laws in the High Court and subordinate courts, Judicial or Quasi-judicial forums, Arbitration, Mediation etc.</p> <p>b) Preference shall be given to candidates with at least one year experience in handling Labour, Civil and Contractual matters in a Legal Cell or Section or Department of</p> <ul style="list-style-type: none">• Public Sector Companies or• Private Sector Companies or• Commercial Establishments.	Not to exceed 30 years



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Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification, Experience & Job Requirements	Age
			c) Proficiency and experience of working in a computerized environment.	
Total		28 Posts (26 UR, 1 OBC*, 1 SC) #		

* Backlog Vacancy

Two posts out of the above 28 posts are earmarked for Persons with Benchmark Disabilities (PwBD). The detailed physical requirements for posts and categories identified are at clause E (b).

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

(i) In addition to Basic Pay, the Executives are eligible for Industrial DA as applicable, HRA @ of 16 % of Basic pay, Perks upto 35 % of Basic Pay, Contributory Provident Fund Scheme, Accident Insurance coverage, Reimbursement of Medical expenses under the Contributory Medical Insurance policy, Leave encashment, Performance Payment, other allowances etc as admissible. Table below indicates the current CTC at the minimum of scale:-

Grade	Pay scale	CTC (approx)
E5	₹ 80000-3%-220000	₹ 25.71 lakhs
E3	₹ 60000-3%-180000	₹ 18.71 lakhs
E2	₹ 50000-3%-160000	₹ 15.72 lakhs
E1	₹ 40000-3%-140000	₹ 12.73 lakhs

(ii) For all posts, the posting shall be at CSL/any other CSL units/project sites as desired by CSL.

C. Age:

(i) **The upper age limit prescribed for the posts shall be as on 25 November 2020. Age is relaxable by 5 years for SC candidates for the post of Manager (Marine) reserved for SC.**

(ii) Age relaxation for Ex-servicemen & Persons with Benchmark Disabilities (PwBD) shall be as per Government of India guidelines. However, in no case, age limit after applying all age relaxations shall exceed 55 years for the posts of Assistant General Manager, 50 years for the posts of Manager, 45 years for the posts of Deputy Manager and 40 years for the posts of Assistant Manager.



D. Method of Selection:

- (i) The selection process shall be held at Cochin Shipyard Limited, Kochi or interview through electronic media in view of Covid-19 pandemic issues.
- (ii) For the posts of Assistant General Managers, Managers & Deputy Managers, the method of selection shall include a Power Point Presentation, Group discussion and Personal Interview. Candidates who are provisionally short-listed for the posts shall be required to do the Power Point Presentation highlighting their work experience (duration of not more than ten minutes). The work experience shall be assessed by selection committee based on the documents submitted by the candidates and the power point presentation on work experience. Based on the Power Point Presentation, the candidates shall be further short-listed for Group discussion and Personal Interview. Only candidates who are meeting the notified work experience and job requirements shall be permitted to attend Group discussion & Personal Interview. The marks shall be assigned to the short-listed candidates based on the following parameters for selection:
- | | | |
|--|---|-----------|
| a) Work Experience in the relevant job/ area | : | 40% marks |
| b) Power Point Presentation on work experience | : | 30% marks |
| c) Group Discussion | : | 10% marks |
| d) Personal Interview | : | 20% marks |
- (iii) For the post of Deputy Manager (Design-Information Technology), depending on number of online applications, Objective/Descriptive type Tests may be conducted.
- (iv) For the posts of Assistant Manager (Legal) and Assistant Manager (Design-Information Technology), the method of selection shall include Objective type Test, Descriptive type Test, followed by a Group Discussion & Personal Interview. The details are as under:-
- a) Depending on number of online applications, the Objective/Descriptive type Tests shall be through online/offline mode.
- b) The Objective type Test shall be of 40 marks, 45 minutes duration comprising of 40 Multiple-choice questions in the areas of General Knowledge, General English, Reasoning, Quantitative Aptitude and Subject Based. The Descriptive type test shall be of 30 marks, 90 minutes duration comprising of Subject based questions. Accordingly, weightage is assigned to the following parameters for the final selection:-
- | | | |
|-------------------------------|---|-----------|
| • Objective type test Marks | : | 40% Marks |
| • Descriptive type test Marks | : | 30% Marks |
| • Group Discussion | : | 10% Marks |
| • Personal Interview | : | 20% Marks |
- c) Based on the marks secured by the candidates in the Objective type test, the candidates shall be short-listed for certificate verification in the ratio of 1:6, in the order of merit. Candidates who successfully complete the certificate verification shall only be allowed



to attend the Descriptive type Test followed by a Group discussion & Personal interview. In case, same marks secured by more than one candidate in the Objective type test, marks scored in the Subject part of the Objective type test shall be considered as 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.

- d) However, CSL reserves the right to fix minimum marks for pass in the Objective type test for the purpose of short listing candidates for the certificate verification and in such cases, the ratio of short-listing may be less than 1:6. CSL also reserves the right to fix minimum marks for pass in the Descriptive type Test at its sole discretion.

(v) The parameters for selection are subject to change and the same would be informed to the candidates prior to the commencement of the selection process.

E. Conditions:

a) Reservation:

- (i) Government of India Directives on reservation applicable for Scheduled Caste (SC)/ Scheduled Tribe (ST)/ Other Backward Class (OBC)/ OBC (Minority)/ Economically Weaker Sections (EWS)/Persons with Benchmark Disabilities (PwBD)/Ex-servicemen (ESM) candidates shall apply subject to meeting the eligibility requirements.
- (ii) In the case of Persons with Benchmark Disabilities, the degree of disability should be a minimum of 40%. The applicant should submit a valid Certificate of disability to this effect in the prescribed format issued by Competent Authority as per the Rights of Persons with Disabilities Rules, 2017.
- (iii) Candidates belonging to OBC (Non Creamy Layer), should produce a valid recent community certificate issued by the Revenue Authority not below the rank of the Thahsildar, failing which their candidature shall not be considered against the reserved post.

b) Physical Requirements for candidates belonging to Persons with Benchmark Disabilities (PwBD) for the posts:

Sl. No.	Name of Posts	Categories of Persons with Benchmark Disabilities (PwBD) as per clause 2.2 of DoPT OM No.36035/02/2017-Estt (Res) dated 15.01.2018	Physical Requirements
(i)	Manager (Mechanical-Basic Design)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, W, BN, KC, PP, L, MF, RW, SE, H, C
(ii)	Manager (Electrical-Basic Design)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, BN, KC, W, MF, SE, PP, L, C, RW



Sl. No.	Name of Posts	Categories of Persons with Benchmark Disabilities (PwBD) as per clause 2.2 of DoPT OM No.36035/02/2017-Estt (Res) dated 15.01.2018	Physical Requirements
(iii)	Manager (Electronics-Basic Design)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, BN, W, MF, SE, PP, L, KC, C, RW
(iv)	Manager (Naval Architecture-Hull Structure Design)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, W, RW, MF, CL, SE, C
(v)	Manager (Mechanical-Machinery Design)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, W, BN, KC, PP, L, MF, RW, SE, H, C
(vi)	Deputy Manager (Design-Information Technology)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, W, RW, SE, C
(vii)	Assistant Manager (Design- Information Technology)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, W, RW, SE, C
(viii)	Manager (Electrical-Strategic & Advanced Solutions)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, BN, KC, W, MF, SE, PP, L, C, RW
(ix)	Manager (Electronics-Strategic & Advanced Solutions)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, BN, W, MF, SE, PP, L, KC, C, RW
(x)	Assistant General Manager (Business Development-New Ship Building)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, W, BN, KC, PP, L, MF, RW, SE, H, C
(xi)	Manager (Business Development - New Ship Building)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, W, BN, KC, PP, L, MF, RW, SE, H, C
(xii)	Manager (Electrical - Ship Building Outfit)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, BN, KC, W, MF, SE, PP, L, C, RW
(xiii)	Assistant General Manager (Materials)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, W, RW, SE, C
(xiv)	Manager (Materials)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, W, RW, SE, C
(xv)	Manager (Planning & Project Management)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, W, BN, KC, PP, L, MF, RW, SE, H, C, CL
(xvi)	Assistant General Manager (Marine)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, W, BN, KC, PP, L, MF, RW, SE, H, C
(xvii)	Manager (Marine)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, W, BN, KC, PP, L, MF, RW, SE, H, C
(xviii)	Manager (Naval Weapons Engineering)	Categories of PwBD under clauses 2.2 (b)	S, BN, SE, RW, C, MF, ST, W, KC, L
(xix)	Manager (Business Development - Ship Repair)	Categories of PwBD under clauses 2.2 (b & c)	S, ST, W, BN, KC, PP, L, MF, RW, SE, H, C



Sl. No.	Name of Posts	Categories of Persons with Benchmark Disabilities (PwBD) as per clause 2.2 of DoPT OM No.36035/02/2017-Estt (Res) dated 15.01.2018	Physical Requirements
(xx)	Manager (Legal)	Categories of PwBD under clauses 2.2 (a, b, c & e)	S, ST, H, RW
(xxi)	Assistant Manager (Legal)	Categories of PwBD under clauses 2.2 (a, b, c & e)	S, ST, H, RW

Abbreviations used: S=Sitting, ST=Standing, W=Walking, BN=Bending, L=Lifting, KC=Kneeling & Crouching, PP=Pulling & Pushing, MF=Manipulation by Fingers, RW=Reading & Writing, SE=Seeing, H=Hearing, C=Communication, CL=Climbling.

c) 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) 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. However, where the University/ Institute/Examination Board does not define criteria 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.

d) Experience:

- (i) **Experience acquired after the date of passing of the qualification stipulated as per item A above shall only be considered. Period of post qualification experience shall be reckoned as on 25 November 2020.**
- (ii) Training period in any organisation shall not be counted as work experience, including the period of executive training, management training, apprentice training, advanced training or any other training.



- (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 to attend the selection process.**
- (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 and CTC Certificate during the current financial year/ IT Form-16 of the previous financial year** as proof of work experience. **For past employment, experience certificate indicating the date of joining as well as relieving should be submitted. The candidates should submit all certificates to establish the experience claimed in their online application, failing which their candidature shall be cancelled and they shall not be considered for further selection.**
- (v) 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 - I**) that they have informed in writing to their employer that they have applied for the posts notified by CSL. Candidature of such applicants will not be considered if objection if any received from the employer.
- (vi) Applicants who are Ex-servicemen should submit Discharge Certificate/ Book/ Pension Payment Order from the Armed Forces. Those ex-servicemen having Degree endorsed in their Discharge Certificate/ Book should have working experience in the relevant discipline in the Armed Forces. Ex-servicemen claiming equivalency of Degree in discipline should produce the 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. They should produce experience certificate from the authorities concerned, failing which their candidature shall not be considered.
- (vii) 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 10.10.1994 and 36034/1/2014-Estt (SCT) dated 14.08.2014. **All ex-servicemen shall submit an undertaking along with the online application to the effect that he has not been re-employed in Government after availing the benefits for ex-servicemen.**



e) Application Fee:

- (i) Application fee of ₹ 1000/- (Non refundable, plus bank charges extra) should be remitted using the Online payment options (Debit card/Credit card/Internet Banking) which can be accessed through our Online application facility from 05 November 2020 to 25 November 2020.
- (ii) No application fee for candidates belonging to Scheduled Caste (SC)/ Scheduled Tribe (ST) / Person with Benchmark Disabilities (PwBD). 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/PwBD, should pay the application fee as stipulated in clause e(i) above. **It is important to note that their candidature shall be considered only on receipt of application fee.**

f) How to Apply:

- (i) Applicants should go through the User Manual published in our website www.cochinshipyard.com (Careers page) 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 our website www.cochinshipyard.com (Careers page) from 05 November 2020 to 25 November 2020. **Application submitted direct or by any other mode shall not be accepted.**
- (iii) Before filling up the online application, all certificates towards proof of age, educational qualification, experience, caste, disability etc and a recent passport size colour photograph shall be kept ready in the system for uploading to the SAP online application portal.
- (iv) **Applicants should ensure that all certificates towards proof of age, educational qualification, experience, caste, disability 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.**



- (v) Applicants should ensure that all the entries have been correctly filled in and application submitted successfully. Filling of garbage/junk details in any of the fields can lead to rejection of your application.
- (vi) Application must be complete in all respects as per this Advertisement Notification. **Please note that incomplete applications shall not be considered.**
- (vii) **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.
- (viii) **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.**
- (ix) For applying through the SAP online application facility, the website shall remain functional from **05 November 2020 to 25 November 2020**. The last date for submission of applications through online is **25 November 2020**. 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 SAP application portal after 1600 hrs on the last date.

g) General:

- (i) **Applicants are advised to make sure that they are meeting the eligibility requirements as per the vacancy notification for the posts 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) Shipyard 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@cochinshipyard.com. However, Cochin Shipyard 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) **Candidates short-listed for the Personal Interview should bring a photo identity proof (in original) like Aadhar, Driving Licence etc, print out of online job application form (possessing unique registration number) duly signed, and all original certificates towards proof of age, qualification, experience, caste, disability etc along with self-attested copies of these certificates, for verification, and their candidature shall be considered on the strength of the original certificates. In case of failure to produce the original certificates, the candidature shall be rejected.**
- (v) **Candidates who fail to produce the original certificates and mark sheets during verification shall not be allowed to attend the Personal Interview.**
- (vi) No TA/DA shall be paid to the candidates for attending the selection.



- (vii) No correspondence regarding the rejection of application in case of ineligibility shall be entertained.
- (viii) **Call letters shall not be sent to short-listed candidates by post.** They shall be informed to download call letter by e-mail/SMS/through CSL website www.cochinshipyard.com . Schedule of the selection shall be intimated to the short-listed applicants through SMS/E-mail/CSL website (Careers page).
- (ix) Mere submission of online application and Issue of call letter for the Personal Interview shall not confer any right to the applicant of acceptance of candidature or cannot be construed as an acknowledgement of fulfilling the eligibility criterion.
- (x) Appointment of selected candidates shall be subject to verification of character and antecedents and verification of caste certificates if applicable.
- (xi) Candidates should be of sound health and satisfy the medical fitness standards as fixed by the CSL. The candidates short-listed for appointment after interview should undergo a medical examination in the hospitals as prescribed by Shipyard and medical fitness further subject to certification by the Chief Medical Officer of CSL.
- (xii) The selected candidates shall be placed at the minimum of the pay scale of the posts notified.
- (xiii) 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.
- (xiv) Rank lists shall be maintained for the posts and shall be operated only in the event of occurrence of a vacancy caused by non-joining of a candidate from the rank list within the date of joining as stipulated in the offer of appointment issued to the candidate, OR, where a candidate joins the post and in the event of separation of a person on account of death or resignation from the post during the period of one year from the date of joining in CSL. The validity period of the rank list shall be upto one year from date of publication of results, unless a fresh notification for the same post is issued. Vacancy which arose as stated above shall not be treated as a fresh vacancy and the actual number of posts filled up against this notification shall under no circumstances exceed the number of vacancies indicated in this notification.
- (xv) 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 shall be subject to the suitability of candidates in the rank list, availability of projects and job



COCHIN SHIPYARD LIMITED

A GOVERNMENT OF INDIA ENTERPRISE

A MINI RATNA COMPANY UNDER THE MINISTRY OF SHIPPING

Perumanoor P O, Kochi - 682015, Kerala, India

requirements. CSL reserves the right to restrict/ alter/cancel/modify the recruitment process, if need so arises without notice or assigning any reason thereof.

(xvi) If at any stage it is found that any information furnished is false/ incorrect or the candidate does not satisfy the eligibility criteria, the candidature/appointment is liable to be cancelled/ rejected.

(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, please contact us via e-mail career@cochinshipyard.com.

F. Important Dates:

Commencement of Online Application : 05 November 2020

Last Date of Online Application : 25 November 2020

“CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION”

“ONLY INDIAN NATIONALS NEED APPLY”

Sd/-
DEPUTY GENERAL MANAGER (P&A)