

INDIA SHIP TECHNOLOGY CENTRE

(A Company incorporated under Section 8 of the Companies Act, 2013
under the aegis of the Ministry of Ports, Shipping and Waterways, Government of India)

Vacancy Notification Ref No. ISTC / HR / 01 / 2026-27 / RECRUITMENT PH. 1 (B) **Dated 25 August 2026**

India Ship Technology Centre (ISTC), a Company incorporated under Section 8 of the Companies Act, 2013, under the aegis of the Ministry of Ports, Shipping and Waterways, Government of India, invites **Online Applications** from Indian citizens fulfilling the eligibility requirements, for filling up of the following **Executive posts on contract basis for ISTC:-**

I. Name of Posts, Educational Qualification and Experience:

TABLE 1

<u>Sl No.</u>	<u>Name of Posts</u>	<u>Educational Qualification & Experience</u>	<u>Age</u>
1.	Engineering Manager on contract basis	<u>Educational Qualification:</u> Degree in Naval Architecture Engineering/Marine Engineering/ Mechanical Engineering from a recognized University. <u>Experience:</u> <u>Essential:</u> a) 15 years of managerial experience in Ship design/ Shipyard/ R&D organization, out of which, 5 years experience shall be as in charge of the section or department. b) Proven track record of managing projects in shipbuilding or maritime sectors. 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. The applicants working in private sector or on contract rolls in PSUs/Government/Autonomous bodies shall be drawing CTC (only monetary/cash part) comparable to the immediate lower scale of pay. <u>Desirable:</u> a) Experience in training, consultancy or policy formulation or advisory roles. b) Knowledge of classification society rules (IRS, DNV, LR, ABS). c) Excellent communication, stakeholder management and strategic planning skills.	40 years and above and subject to maximum of 57 years.

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<u>Sl No.</u>	<u>Name of Posts</u>	<u>Educational Qualification & Experience</u>	<u>Age</u>
2.	Lead Engineer (R&D) on contract basis	<u>Educational Qualification:</u> Degree in Mechanical Engineering/Naval Architecture Engineering/Marine Engineering from a recognized University. <u>Experience:</u> <u>Essential :</u> a) 12 years of managerial experience in Ship design/Shipyard/R&D organizations, of which at least 4 years of experience in managing large projects or R&D in Commercial Or Defence Shipbuilding/Maritime sectors. 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. The applicants working in private sector or on contract rolls in PSUs/Government/Autonomous bodies shall be drawing CTC (only monetary/cash part) comparable to the immediate lower scale of pay. <u>Desirable :</u> a) Excellent communication, stakeholder management and strategic planning skills. b) Knowledge of classification society rules (IRS, DNV, LR, ABS etc).	35 years and above and subject to maximum of 45 years.
3.	Manager (Training & Skill Development) on contract basis	<u>Educational Qualification:</u> <u>Essential :</u> Degree in Naval Architecture Engineering/Electrical Engineering/Marine Engineering/Mechanical Engineering / Industrial Engineering/Production Engineering from a recognized University. <u>Desirable :</u> Master's Degree in Engineering/Master's Degree in Business Administration (MBA) from a recognized University. <u>Experience:</u> a) Seven years of managerial experience in the maritime/shipbuilding sector. b) Preference shall be given to candidates with atleast 2 years experience in training, skilling, or capacity building roles.	Not to exceed 40 years.

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		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. The applicants working in private sector or on contract rolls in PSUs/Government/Autonomous bodies shall be drawing CTC (only monetary/cash part) comparable to the immediate lower scale of pay.	
4.	Assistant Manager (Technical) on contract basis (Naval Architecture / Marine / Mechanical – 2 Posts, Electrical/ Electronics – 1 Post)	<u>Educational Qualification:</u> Degree in Naval Architecture Engineering/Marine Engineering/Mechanical Engineering/Electrical/ Electronics Engineering from a recognised University. <u>Experience:</u> <u>Essential :</u> Three years of managerial experience in • Ship Building Company or • Ship Repair Company or • Marine related Company or • Port or • Engineering Company or • Government Company or Establishment or • Semi-Government Company or Establishment or • Ship Design firms or • R&D organisations. <u>Desirable :</u> a) Proficiency in design software such as NAPA, AutoCAD, Rhinoceros, Ship Constructor, CATIA, ANSYS, or equivalent; knowledge of SOLAS, MARPOL, and classification rules; exposure to green ship technologies (LNG, hybrid, electric vessels) and AI-based design tools. b) Experience in concept, basic or detailed ship design, familiarity with hydrodynamics and CFD, interest in developing indigenous design tools.	Not to exceed 35 years

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<u>Sl No.</u>	<u>Name of Posts</u>	<u>Educational Qualification & Experience</u>	<u>Age</u>
5.	Assistant Manager (Information Technology) on contract basis	<u>Educational Qualification:</u> Engineering Degree in Computer Science/ Information Technology or Masters Degree in Computer Science/ Computer Application/ Information Technology from a recognized University. <u>Experience:</u> <u>Essential:</u> Three years of managerial experience in installation and maintenance of Servers, Storage Devices and Networking Equipment, System installation, Configuration, Maintenance and troubleshooting Hardware, Software and connectivity problems in a • Shipyard or • Port or • Engineering Company or • Government Undertaking or • Public Sector Undertakings or • Private Sector Companies or • Private Sector or Public sector Banks or • Autonomous Bodies. <u>Desirable:</u> Experience in installation and maintenance of ship design software.	Not to exceed 35 years
6.	Executive (Finance) on contract basis	<u>Educational Qualification:</u> Pass in the intermediate examination of the Institute of Chartered Accountants of India/Institute of Cost Accountants of India/M Com/MBA (Finance). <u>Experience:</u> <u>Essential :</u> One year managerial experience in dealing with financial matters like Budgeting/ Costing/ Banking/ Taxation/ Finalisation of accounts/ Exposure in Audit Related matters/ Financial Concurrence in various procurements/ Compliance matters related to Finance Department in • Public Sector Undertakings or • Commercial organizations or • Engineering Companies or	Not to exceed 35 years

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<u>Sl No.</u>	<u>Name of Posts</u>	<u>Educational Qualification & Experience</u>	<u>Age</u>
		Government / Semi- Government Companies/ Establishments. <u>Desirable :</u> a) Tally/ERP-based accounting, GST & TDS compliance, budget preparation and monitoring, grant utilisation reporting, FCRA compliance, audit coordination, MCA filings etc. b) Familiarity with GFR (General Financial Rules), PFMS, or government grant management; experience handling MoU-based or project-based funding from ministries.	
7.	Executive (HR & Administration) on contract basis	<u>Educational Qualification:</u> Two years Master's Degree or equivalent Degree or equivalent Diploma or Post Graduate Degree in any of the following areas from a recognized University:- (i) Master's Degree in Business Administration with specialization in HR or equivalent Degree with specialization in HR or equivalent Diploma with specialization in HR or (ii) Post Graduate Degree in Personnel Management. <u>Experience:</u> <u>Essential :</u> a) Minimum of one year managerial experience in Human Resource/Administration in - Public Sector Undertaking or - Engineering Company or - Government / Semi-Government Company / Establishments or - Private Sector organisation. b) Should be well experienced and conversant with administrative functions, modern HR applications and practices. <u>Desirable :</u> Proficiency in Computer Applications like SAP, Timekeeping software, MS Office etc.	Not to exceed 35 years

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II. Important Dates:

Commencement of Online Application : 01 September 2026

Last Date of Online Application : 18 September 2026

III. No. of Vacancies:

TABLE 2

Sl No.	Name of Posts	Vacancies
1.	Engineering Manager on contract basis	1
2.	Lead Engineer R&D on contract basis	1
3.	Manager (Training & Skill Development) on contract basis	1
4.	Assistant Manager (Technical) on contract basis	3
5.	Assistant Manager (Information Technology) on contract basis	1
6.	Executive (Finance) on contract basis	1
7.	Executive (HR & Administration) on contract basis	1
Total		9

- a) ISTC reserves the right to increase / decrease the number of vacancies or not to fill up any of the vacancies or cancel the recruitment process, as per its requirement.

IV. Remuneration & Place of Posting:

- a) The remuneration details for the post are as under:-:-

TABLE 3

Sl No.	Name of Posts	Consolidated Pay (Per Month)
1.	Engineering Manager	₹ 200,000/-
2.	Lead Engineer (R&D)	₹ 125,000/-
3.	Manager (Training & Skill Development)	₹ 80,000/-
4.	Assistant Manager (Technical)	₹ 50,000/-
5.	Assistant Manager (Information Technology)	
6.	Executive (Finance)	₹ 30,000/-
7.	Executive (HR & Administration)	

An annual increase of 3 % on monthly pay shall also be applicable.

- b) The tenure of all posts is for a period of **five years**, extendable for a further period subject to organizational requirements and individual performance.
- c) The posting shall be at ISTC, Kochi.

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V. Method of Selection:

- a) For all posts, the method of selection shall be through Personal Interview.
- b) In case of posts at Sl Nos. 4 to 7, the method of selection shall also include a Written Test depending upon no. of application as decided by ISTC.
- c) Depending upon the number of online applications received, ISTC reserves the right to scrutinise applications for various posts 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 permitted to attend the selection process.
- d) **Only those candidates who successfully complete the certificate verification shall be shortlisted to attend the Personal Interview.**
- e) Rank lists for the posts shall be prepared for candidates meeting the notified eligibility requirements, based on the aggregate marks secured by the candidates in the written test (if applicable) and Personal Interview. In case, same marks secured by more than one candidate relative merit shall be decided based on seniority in age.

VI. Conditions:

a) Qualification

- (i) The minimum qualification stipulated for all the posts must be from an 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.

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 18 September 2026.**
- (ii) **Experience Certificates obtained from Companies shall be registered under the Companies Act 1956 or Foreign Companies of equivalent status.**

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- (iii) 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.** In case of applicants working in Private sector or contract rolls, document for CTC breakup clearly indicating the monthly, annual components, benefits and payslip 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.
- (iv) 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 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 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 trade 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.
- (v) 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.

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)** which can be accessed through online application facility from **01 September 2026 to 18 September 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.
- (iii) All applicants for whom the fee is applicable i.e. except those mentioned at (ii) above 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.**

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e) How to apply

- (i) Applicants should go through the User Manual and FAQ published in the link <https://istcindia.org> 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 ISTC website <https://istcindia.org> from **01 September 2026 to 18 September 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.** The Registration Number on the online application should be quoted for any correspondence with ISTC.
- (vii) **Applicants need not send the online application print out/ certificates/ application fee in the form of DD/Challan/Cheque by post to India Ship Technology Centre.**
- (viii) The website will remain functional for the purpose of submitting applications from **01 September 2026** and the last date for submission of applications through online is **18 September 2026.** In order to avoid heavy traffic in website on the last date that may

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result in the non-submission of application, applicants are advised to log in to ISTC 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 SAP 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 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) ISTC reserves the right to call for any additional documentary evidence from candidates in support of educational qualification / experience / other notified eligibility requirements as indicated in their application, and information / replies to such queries should be only through the e-mail career@istcindia.org / info@istcindia.org. However, ISTC shall not be responsible for any delay/non-receipt of such e-mails within the stipulated date and time.

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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 ISTC.** Candidature is purely provisional subject to verification of original certificates in proof of age, qualification, experience, caste, disability, medical fitness etc. and meeting the notified eligibility requirements. At the time of certificate verification/joining, if the candidates shortlisted 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) **No correspondence regarding the rejection of application in case of ineligibility shall be entertained.**
- (vi) **No TA/DA shall be paid to the candidates for attending the selection process.**
- (vii) **Call letters shall not be sent to short-listed candidates by post.** They shall be informed by e-mail/through ISTC website to download call letter. **Schedule of the selection process shall be intimated to the shortlisted applicants through E-mail.** Candidates are requested to frequently check the above website for updates related to the selection.
- (viii) Mere submission of application through online, and Issue of call letter for the selection process shall not confer any right to the applicant of acceptance of candidature or cannot be construed as an acknowledgement of fulfilling the eligibility criterion or does not constitute an offer of appointment, and will not entitle the applicant to any claim for employment in ISTC.
- (ix) The vacancies are purely on contract basis for a specific period and ISTC is not liable to offer appointment during or after the completion of contract period of the selected candidates.
- (x) The candidates short-listed for appointment should undergo a medical examination in the hospitals as prescribed by ISTC. The reports of such medical examination may be examined by a Medical Officer authorised by ISTC and the appointment of the candidate is subject to certification of Medical fitness.
- (xi) ISTC shall not bear any liability on account of salary/leave salary/gratuity/pension contribution etc., if any of previous employment of any candidate already working in Government/Public Sector Undertakings.

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- (xii) Rank lists shall be maintained for the posts and the validity period 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 if a vacancy occurs either due to non-joining of a candidate advised to join from the rank list or due to the subsequent separation of a candidate selected from the rank list. The rank list may also be used to fill up future vacancies that arise during the validity of the rank list, with specific approval from competent authority.
- (xiii) The number of posts indicated in this notification is based on existing requirement and shall vary depending on the future requirements and the vacancies that may arise during the validity period of the rank list shall be filled up from that rank list at the discretion of the ISTC.
- (xiv) Notwithstanding the above or any other conditions, ISTC 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 requirements. ISTC reserves the right to restrict/ alter/ cancel/ modify the recruitment process, if need so arises.
- (xv) Submission of application shall be considered as unconditional acceptance of all terms and conditions of this vacancy notification by the applicant.
- (xvi) The selected candidate is required to give an undertaking to comply with ISTC policy on usage of smart phones at work place.
- (xvii) All documents related to this selection shall be preserved for a period of two years from the date of publication of results.
- (xviii) Any legal proceedings in respect of any claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted only in the Courts/Tribunals/Forums at Ernakulam and such Courts/ Authorities shall have sole and exclusive jurisdiction.
- (xix) Any amendment, modification or addition to this advertisement shall be published in the ISTC website only.
- (xx) For any further clarification related to the advertisement and conduct of selection, please contact us via e-mail career@istcindia.org / info@istcindia.org.

“CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION”

“ONLY INDIAN NATIONALS NEED APPLY”

Sd/-
Chief Executive Officer (ISTC)