

COCHIN SHIPYARD LIMITED  
KOCHI-682015  
(P&A Department)

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Cochin Shipyard Limited (CSL), premier Mini Ratna Company of Government of India, invites **Online applications** from professionals, for filling up of the following posts:

**A. Posts, Vacancies, Educational Qualification, Experience:**

Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/Reservation Break up	Educational Qualification and Experience	Age
1	Manager (Marine), E-3 Grade, ₹ 24900-50500	3 (UR), 1 (OBC)	<b><u>Educational Qualification:</u></b> Degree in Marine Engineering with a minimum of 60% marks from a recognized University. <b>OR</b> Degree in Mechanical Engineering with a 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.  <b><u>Experience:</u></b> Atleast II class MOT Certificate of Competency (Motor) issued under Merchant Shipping Act 1958 and minimum of 9 years post qualification experience on board ships with atleast 3 years experience as Independent Watch Keeping Engineer on board ships. Out of the above, at least one year in the immediate lower scale of pay in case of PSU employees in the regular cadre or in equivalent immediate lower scale of pay in case of Government/ Autonomous bodies or having an equivalent CTC in case of Private companies in India. 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.	Not to exceed 40 years.

Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification and Experience	Age
2	Senior Manager (Basic Design), E-4 Grade, ₹ 29100-54500	1 (UR)	<p><b><u>Educational Qualification:</u></b> Degree in Naval Architecture with a minimum of 60% marks from a recognized University.</p> <p><b><u>Experience:</u></b> Minimum of 10 years post qualification managerial experience of which at least 4 years in a Shipyard/Ship Design Firm/Classification Society in the areas of creating/ developing Basic Design of various ships. Adequate work experience/ exposure in Ship Construction (Hull or Outfit) by way of execution of Ship Building projects / classification society surveyors/ ship owners' site representatives would have an added advantage. Solid knowledge of practical ship design methodology, developing general arrangement and build specification, basic design and drawing calculations. Working knowledge in the area of hull form development, sound knowledge of basic naval architectural calculations such as hydrostatics, stability, strength and propulsion. Solid Knowledge and understanding of statutory rules and regulations of IMO, National Authorities, Navy and Classification Societies etc. Working knowledge in the following domains preferred such as Hull form design using basic design software such as NAPA, Tribon initial design etc, Stability Analysis using basic design software such as NAPA, Tribon initial Design etc, Finite element analysis using standard FEM software and Computational Fluid Dynamics using standard CFE software. Out of the above period of experience stipulated, at least one year in the immediate lower scale of pay in case of PSU employees in the regular cadre or in equivalent immediate lower scale of pay in case of Government / Autonomous bodies or having an equivalent CTC in case of Private companies. Experience of working in an ERP/ SAP computerised environment desirable.</p>	Not to exceed 40 years.

Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up	Educational Qualification and Experience	Age
			<p><b>Job Requirements:</b>            Will be a core team member of the Basic Design Section of Design department at CSL. Responsible for creating basic designs of various ships and interaction with Business Development, Design and Ship Building Departments. Will also be responsible for naval architectural and structural designs, interacting and working with National Authorities, Classification Societies etc.</p>	

**B. Benefits.**

In addition to Basic Pay, the Executives are eligible for Industrial DA as applicable, HRA @ of 20% of Basic pay, Perks upto 49 % of Basic Pay, Contributory Provident Fund Scheme, Accident Insurance coverage, Reimbursement of Medical expenses under the Contributory Medical Insurance policy, Leave encashment, Performance Payment etc as admissible. Table below indicates the CTC at the minimum of scale as on date:

Grade	Pay scale	CTC (approx)
E3	₹ 24900-3%-50500	₹ 11.2 lakhs
E4	₹ 29100-3%-54500	₹ 12.8 lakhs

**C. Age**

- a) **The upper age limit prescribed for the posts shall be as on 12 June 2017.** The upper age limit is relaxable by 3 years for OBC (Non-Creamy Layer) candidates, 5 years for SC/ST candidates and 10 years for Persons with Disabilities (PWD).
- b) Age relaxation of five years is applicable for candidates who have been domicile of J&K during the period 01.01.1980 to 31.12.1989. Age relaxation for Ex-servicemen will be as per Government of India guidelines. However, in no case, age limit after applying all age relaxations shall exceed 50 years.

**D. Method of Selection**

The selection process will be held at Kochi. The method of selection will include a Power Point Presentation prepared by the candidates highlighting work experience, projects handled etc (duration of not more than ten minutes). This will be followed by a Group discussion & Personal Interview. Accordingly, weightage is assigned to the following parameters for the final selection:

- (i) Qualifying Degree Marks : 20 % marks
- (ii) Work Experience in the relevant job/area : 40 % marks
- (iii) Power Point Presentation : 10 % marks
- (iv) Group Discussion : 10% marks
- (v) Personal Interview : 20 % marks

Total : 100 marks

## **E. Conditions**

### **a) Reservation:**

- (i) Only Indian Nationals are eligible to apply.
- (ii) Government of India Directives on reservation applicable for Scheduled caste (SC)/ Scheduled Tribe (ST)/ Other Backward Class (OBC)/ OBC (Minority)/ Persons with Disabilities (PWD)/ Ex-servicemen (ESM) candidates will apply and be strictly followed.
- (iii) Candidates belonging to SC or ST or 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 will not be considered against the reserved posts.
- (iv) In the case of Persons With Disabilities, the degree of disability should be a minimum of 40%. The candidate should possess valid Certificate of disability to this effect in the prescribed format obtained from a notified authority by Government of India / State Government.
- (v) Copies of caste/ disability certificates should be uploaded by the candidates while submitting the online application, failing which their candidature will not be considered against reserved posts.

### **b) Qualification:**

- (i) The minimum qualification stipulated for the posts must be from a University/ Institute recognized by AICTE/ appropriate statutory authority in India.
- (ii) Some Universities/Institutes do not award Class or Percentage of marks and allot Aggregate Grade Points (e.g. CGPA/OGPA/CPI, etc.). In case University/Institute defines criteria for conversion of Aggregate Grade Point into Class and/or percentage of marks, the same will be accepted. However, where the University/ Institute 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.
- (iii) Copies of certificates and mark sheets of all relevant educational qualifications should be uploaded by the candidates while submitting the online application, failing which their candidature will not be considered.

### **c) Experience:**

- (i) **Experience acquired after the date of passing of the qualification stipulated as per item A above will only be considered. Period of experience will be reckoned as on 12 June 2017.**
- (ii) **Experience Certificates obtained from Shipbuilding / Ship repair/ Heavy Engineering company/ Offshore Fabrication/ Other Marine Installations / Classification Societies and Marine related Engineering companies registered under the Companies Act 1956 or Foreign Shipyards/Companies of equivalent status will only be considered for short listing to attend the selection process.**

- (iii) Copies of certificates of all relevant work experience should be uploaded by the candidates while submitting the online application, failing which their candidature will not be considered.

**d) Documents to be uploaded Online:**

- (i) Candidates who are presently working in any company (Private or Govt), in the absence of experience certificate, should upload 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, along with the online application. **For past employment, experience certificate indicating the date of joining as well as relieving should be uploaded.**
- (ii) In case of candidates working in Government Departments or Semi Government/ Public Sector Organisations, they should upload "No Objection Certificate" from the employer along with the online application or should submit "No Objection Certificate" from the employer at the time of the Personal Interview. **If NOC is not produced, the candidate shall not be permitted to attend the interview.**
- (iii) In case of candidates belonging to Ex-servicemen category, they should upload copy of the **Discharge Certificate/ Book** and all certificates indicating qualification and work experience in the relevant discipline in the Armed Forces. They should upload experience certificate from the authorities concerned, failing which their candidature will not be considered.
- (iv) **Candidates are required to ensure that all certificates towards proof of age, qualification, experience, caste, disability etc and a recent passport size colour photograph are ready for uploading before commencement of the online application process. Copies of certificates / mark sheets in proof of all relevant educational qualifications, certificates in proof of age, caste, disability, work experience etc should be uploaded, failing which their candidature will not be considered.**

**e) Application Fee:**

- (i) Application fee of **₹ 500/- (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 **10 May 2017 to 12 June 2017.**
- (ii) **No application fee for candidates belonging to Scheduled Caste (SC)/ Scheduled Tribe (ST) / Person with Disability (PWD).** 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/PWD, should pay the application fee as stipulated in clause d (i) above. **It is important to note that their candidature will be considered only on receipt of application fee.**

**f) How to Apply:**

- (i) **Candidates should go through the User Manual published in our website [www.cochinshipyard.com](http://www.cochinshipyard.com) (Careers page)** before filling the online application. Candidates should not submit more than one application. Application once submitted shall be final.

- (ii) Candidates meeting the requirements notified may submit their application through online from **10 May 2017** and the facility can be accessed through our website [www.cochinshipyard.com](http://www.cochinshipyard.com) (Careers page). **Application submitted direct or by any other mode will not be accepted.**
- (iii) **After applying through online, candidate should ensure to retain a copy of the application printout containing the unique registration number generated by the system for their reference. It is important to note that, the unique registration number will be obtained only upon successful submission of online application.**
- (iv) **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.**
- (v) The website will remain functional for the purpose from **10 May 2017 to 12 June 2017**. The last date for submission of applications through online is **12 June 2017**.

**g) General:**

- (i) **Candidates 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) Candidates 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.
- (iii) Application must be complete in all respects as per the Advertisement Notification. **Please note that incomplete applications will not be considered.**
- (iv) **Candidates short-listed for the Personal Interview should bring a photo identity proof (in original) like PAN Card, 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 will be considered on the strength of the original certificates. In case of failure to produce the original certificates, the candidature will be rejected.**
- (v) 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.
- (vi) **Candidates who fail to produce the original certificates and mark sheets during verification will not be allowed to attend the Personal Interview.**
- (vii) Candidates appearing for the Personal Interview shall be reimbursed single to & fro 3<sup>rd</sup> AC rail /bus fare as admissible for the posts as per company rules by the shortest route from the mailing address mentioned in their online application submitted to Cochin Shipyard Ltd, Kochi on production of proof. However, at the time of verification, if it is found that the

candidate does not fulfill any of the eligibility conditions, he will neither be allowed to attend the Personal Interview nor be paid any Travelling Allowance.

- (viii) No correspondence regarding the rejection of application in case of ineligibility will be entertained.
- (ix) Call letters will not be sent to eligible candidates by post. They will be informed to download call letter by email/SMS/through CSL website.
- (x) Submission of online application and Issue of call letter for the Personal Interview shall not confer any right to the candidate of acceptance of candidature or cannot be construed as an acknowledgement of fulfilling the eligibility criterion.
- (xi) Appointment of selected candidates will be subject to verification of character and antecedents and verification of caste certificates if applicable.
- (xii) Candidates should be of sound health and satisfy the medical fitness standards as fixed by the company. The candidates short-listed for appointment after interview should undergo a medical examination as directed by the company and medical fitness further subject to certification by the Company Medical Officer.
- (xiii) 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.
- (xiv) Pay protection for candidates working in Government Departments / Public Sector Organisations will be considered in accordance with the DPE guidelines. Fixation of pay in case of candidates from Private Sector will be at the minimum of the pay scale.
- (xv) There will be no wait list of candidates after filling up of the notified vacancies.
- (xvi) Cochin Shipyard reserves the right to change the number of vacancies, and the vacancies notified may not be filled up. Further, Cochin Shipyard Ltd. reserves the right to restrict/alter/cancel/modify the recruitment process, if need so arises without notice or assigning any reason thereof.
- (xvii) Any amendment, modification or addition to this advertisement shall be given in the CSL website only.
- (xviii) For any further clarification, please contact us vide e-mail [career@cochinshipyard.com](mailto:career@cochinshipyard.com).

**F. Important Dates**

**Commencement of Online Application : 10 May 2017**  
**Last Date of Online Application : 12 June 2017**

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

Sd/-  
CHIEF GENERAL MANAGER (HR)