

COCHIN SHIPYARD LIMITED
KOCHI 682015
(P&A Department)

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Cochin Shipyard Limited, a listed premier Mini Ratna Company of Government of India, invites **Online Applications** from candidates fulfilling the eligibility requirements, for filling up of the following Supervisory posts **for CSL Mumbai Ship Repair Unit (CMSRU), Mumbai:**

A. Name of Posts, Educational Qualification & Experience:

SI No	Name of Post, Grade, No. of Vacancies and Reservation	Educational Qualification & Experience
1	Assistant Engineer (Mechanical) (1 Post – UR)	Three year Diploma in Mechanical Engineering from a State Board of Technical Education or equivalent qualifications in the case of Ex-servicemen. Seven years experience in mechanical Engineering works preferably in a Shipyard / Dockyard or Heavy Engineering Company or Government Establishment, out of which two years should be in a supervisory grade.
2	Assistant Engineer (Electrical) (1 Post - UR)	Three year Diploma in Electrical Engineering from a State Board of Technical Education or equivalent qualifications in the case of Ex-servicemen. Seven years experience in electrical works preferably in a Shipyard / Dockyard or Heavy Engineering Company or Government Establishment, out of which two years should be in a supervisory grade. OR ITI(NTC) Certificate and National Apprenticeship Certificate (NAC) in the trade of Electrician with 22 years of experience in electrical works in a Shipyard/Dockyard or Heavy Engineering Company or Government Establishment.
3	Assistant Engineer (Weapons) (1 Post –UR)	Three year Diploma in Mechanical/ Electrical/ Electronics Engineering from a State Board of Technical Education or equivalent qualifications in the case of Ex-servicemen. Seven years experience in Indian Navy / Ship Building/ Ship Repair/ Engineering Company in the areas of installation, maintenance, repairs, trials and commissioning of weapons related Machinery, communication, sensors and combat management systems on Naval vessels, out of which two years should be in a supervisory grade.
4	Assistant Fire Officer (1 Post – UR)	Pass in SSLC and Pass in Sub-Officers Course from the National Fire Service College, Nagpur or equivalent examination. Seven years experience in Fire Fighting and allied Operations preferably in a Shipyard.
5	Assistant Administrative Officer (2 Posts – UR)	Degree in Arts / Science/ Commerce OR Pass in three year Diploma in Commercial Practice/ Computer Engineering/Information Technology securing minimum of 60% of marks from a State Board of Technical Education. Seven years experience in matters relating to Office work, Updating ERP System, Man hour Booking, Data entry, Record and Report Generation, maintenance of files, registers and

SI No	Name of Post, Grade, No. of Vacancies and Reservation	Educational Qualification & Experience
		records in a Shipyard/Heavy Engineering Company, out of which two years should be in a supervisory grade, and must be Computer savvy.
6	Accountant (2 Posts – UR)	Graduate with M.Com and Seven years experience in Finance/ Accounting in a Government Establishment / Public or Private Sector Undertaking. OR Graduate with a Pass in CA/CMA Intermediate examination with Five years experience in Finance / Accounting in a Government Establishment / Public or Private Sector Undertaking. Out of the above experience, two years experience should be in a Supervisory Grade. Experience of working in a computerized environment would be an added advantage.

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

- a) All the posts are in PS1 grade. In addition to the Basic Pay, Supervisors are eligible for Industrial DA as applicable, HRA @ 24% 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 etc as admissible. Table below indicates the CTC at the minimum of scale as on date:

Grade	Pay Scale	CTC (Approx)
PS -I	₹ 28000-3%-110000	₹ 7.7 lakhs

- b) For all posts, the posting will be at CSL Mumbai Ship Repair Unit (CMSRU)/ any other CSL Units/Project sites as desired by CSL. All candidates should have good communication skills and ability to communicate in Marathi / Hindi is desirable.

C. Age:

- a) **The upper age limit prescribed for the posts shall not exceed 45 years as on 18 November 2019.** The upper age is relaxable by 10 years for Persons with Benchmark Disabilities (PwBD).
- b) Age relaxation of five years applicable for candidates who have been domicile of Jammu & Kashmir during the period 01.01.1980 to 31.12.1989. Age relaxation for Ex-servicemen shall be as per Government of India guidelines, calculated by deducting the period of military service from the actual age and adding three years thereto, subject to a maximum age of 45 years.

D. Method of Selection:

- a) The method of selection shall include **Phase I**, consisting of an **Objective type test (70 marks)** and **Phase II** consisting of **Descriptive type Written Test (30 marks)**. Depending on the number of online applications, the Objective type Test shall be through Online / Offline mode.

- b) The Phase I Objective type test shall be of **75 minutes duration** and consists of two parts- General (Part A) and Discipline related (Part B). Part A comprises of General Knowledge, General English, Reasoning and Quantitative Aptitude. The pattern of the question paper, number of questions and allotment of marks is detailed under:

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

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

**Syllabus for Part A and Part B shall be published separately.

- c) Depending upon the number of online applications, the selection process shall be held at Kochi or at any other place in Kerala/ Maharashtra.
- d) Discipline wise merit lists shall be prepared on the basis of marks secured by candidates in the Phase -I Objective type test. In case, same marks secured by more than one candidate, marks scored in the discipline part of the Objective type test shall be the basis of determining the order of merit list. In case of a tie thereafter, relative merit shall be decided based on seniority in age.
- e) For the certificate verification prior to Phase-II (Descriptive type written test), the candidates shall be short-listed in the ratio of 1:6 for each post based on the marks secured by the candidates in Phase -I Objective type test in the order of merit / reservation of posts.
- f) 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.
- g) Only those candidates who successfully complete the certificate verification will be allowed to attend the Phase-II (Descriptive type written test).
- h) A final merit list for the respective posts/ categories shall be prepared based on the marks secured by the candidates in both Phase I and Phase II tests put together.

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) candidates shall apply subject to meeting the eligibility requirements. Relaxation in upper age limit is not extended to them.
- (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 obtained from a notified authority by Government of India / State Government.

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

Sl. No	Name of Post	Categories of Persons with Benchmark Disabilities	Physical Requirements
(i)	Assistant Engineer (Mechanical)	OA, OL,HH	S,ST,W,BN,KC,MF,SE, RW,H,C
(ii)	Assistant Engineer (Electrical)	OL, H	S,ST,W,BN,PP,KC,MF,SE,RW,C
(iii)	Assistant Engineer (Weapons)	HH	S,BN, SE, RW, C, MF, ST, W, KC, L
(iv)	Assistant Fire Officer	HH	S,ST,W,BN,L,KC, PP,MF,SE
(v)	Assistant Administrative Officer	OL, OA, BL,OAL,B, LV,HH	S,ST,W,SE,RW,H,C
(vi)	Accountant	OA, OL, OAL, BL, HH	S,ST,MF,SE,RW,C

Abbreviations used: S=Sitting, ST=Standing , W=Walking, BN=Bending , L=Lifting, KC=Kneeling & Crouching, JU=Jumping, PP=Pulling & Pushing, MF=Manipulation by Fingers, RW=Reading & Writing, SE=Seeing, H=Hearing, C=Communication, OA=One Arm, OL=One Leg, BL=Both leg, OAL=One Arm and One Leg, BLOA=Both leg & one arm , B=Blind, LV=Low Vision, HH= Hearing Impaired.

Supervisors at Sl Nos. (i) to (iv) are required to work onboard Ships under construction or repair, inside compartments, tanks, confined spaces, movement through manholes, narrow spaces, using staging, climbing up and down vertical ladders.

c) Qualification:

- (i) The minimum qualification stipulated for the posts must be from a University/ Institute recognized by State/ Central Government / AICTE/ appropriate statutory authority in India.
- (ii) Those candidates 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) 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 experience shall be reckoned as on 18 November 2019.**

- (ii) The period of Apprenticeship Training in the relevant discipline/ trade under the Apprentices Act 1961, shall be treated as experience. Period of Advanced training in CSL shall be treated as experience for determining eligibility.
- (iii) **Experience Certificates obtained from Companies registered under the Companies Act 1956 or Foreign Companies of equivalent status shall only be considered for short listing and for consideration for selection.**
- (iv) Applicants who are presently working in any company (Private / Public Sector / Govt), in the absence of experience certificate, should submit copy of **Appointment / Offer letter issued by the company, latest Pay Slip / copy of last Pay drawn as proof of experience. For past employment, experience certificate indicating the date of joining as well as relieving should be submitted.** During the certificate verification process, the candidates should produce all certificates in original to establish the experience claimed in their online application, failing which they shall not be permitted to attend the Phase II.
- (v) Work experience obtained from contractors (Proprietary Firms and Partnership Firms) engaged by registered companies may be considered based on the endorsement of the Principal Employer on the certificates issued by the contractor. Such applicants are required to submit their experience certificates along with further proof such as ESI/EPF statements. Certificates of training issued by the contractors without the endorsement of the Principal Employer shall not be considered.
- (vi) Applicants who are working in Government Departments or Semi Government/ Public Sector Organisations, should submit "No Objection Certificate" from the employer along with their application or submit "No Objection Certificate" from the employer at the time of the certificate verification, failing which their candidature shall be cancelled/ rejected. **If NOC is not produced, the candidate shall not be permitted to attend the Phase II.**
- (vii) Applicants who are Ex-servicemen should submit **Discharge Certificate/ Book/ Pension Payment Order from the Armed Forces.** Those ex-servicemen having Diploma/ NAC/ NCVT endorsed in their Discharge Certificate/ Book should have working experience in the relevant trade in the Armed Forces. Ex-servicemen claiming equivalency of three year Diploma in Engineering / NTC and NAC in trades 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 / discipline in the Armed Forces, as proof of experience and produce the same during certificate verification process. They should produce experience certificate from the authorities concerned, failing which their candidature shall not be considered.
- (viii) Those ex-servicemen, on re-employment in any Government job on civil side after availing of the benefits given to him as an ex-serviceman, his ex-serviceman status for the purpose of re-employment in Government shall be governed by DoPT OM Nos. 36034/27/84-Estt(SCT) dated 02.05.1985, 36034/6/90-Estt(SCT) dated 02.04.1992 and 36034/1/2014-Estt (SCT) dated 14.08.2014. **All ex-servicemen 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 ₹ 200/-**(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 **24 Oct 2019 to 18 Nov 2019. No other mode of payment shall be accepted.**
- (ii) **Applicants belonging to Scheduled Caste (SC)/ Scheduled Tribe (ST)/ Person with Benchmark Disabilities (PwBD) need not pay application fee.** They are exempted from payment of application fee.
- (iii) All applicants for whom the fee is applicable, i.e. except those belonging to SC/ST/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 **24 Oct 2019 to 18 Nov 2019. 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 **24 Oct 2019 to 18 Nov 2019**. The last date for submission of applications through online is **18 Nov 2019**. **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 1700hrs 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 who fail to produce the original certificates and mark sheets during the certificate verification process will not be allowed to attend the Descriptive type written test (Phase-II).
- (v) No travelling allowance shall be paid to any candidates for appearing for the Objective type test. However, SC/ST/PwBD candidates appearing for the Phase II shall be reimbursed single to & fro sleeper class rail/bus fare as admissible for the post as per company rules by the shortest route from the mailing address mentioned in their online application form to Cochin Shipyard Ltd, Kochi on production of proof. Candidates claiming travel re-imburement are required to submit the copy of front page of Savings bank passbook with account number and IFSC code, at the time of certificate verification and the eligible amount of reimbursement shall be credited to their bank account through NEFT. Reimbursement of travel fare shall only be made to those candidates who submit the above details. However, at the time of certificate verification prior to Phase II, if it is found that the candidate does not fulfil any of the notified eligibility conditions, he/she shall neither be allowed to Phase II nor paid any travelling allowance.
- (vi) No correspondence regarding the rejection of application in case of ineligibility shall be entertained.
- (vii) **Call letters shall not be sent to short-listed candidates by post.** They shall be informed by E-mail/SMS/through CSL website www.cochinshipyard.com to download call letter. Schedule of the selection shall be intimated to the short-listed applicants through SMS/E-mail/CSL website (Careers page).
- (viii) Mere submission of application through online and Issue of call letter shall not confer any right to the applicant of acceptance of candidature or cannot be construed as an acknowledgement of fulfilling the eligibility criterion.
- (ix) Appointment of selected candidates will be subject to verification of character and antecedents, and verification of caste certificates if applicable.
- (x) Candidates should be of sound health and satisfy the medical fitness standards as fixed by the company. The candidates short-listed for appointment should undergo a medical examination in the hospitals as prescribed by Shipyard and medical fitness further subject to certification by the Medical Officer of CSL.
- (xi) CSL 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.
- (xii) Wait lists shall be maintained for all 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 wait list shall be upto one year from date of publication of results or date of joining as stipulated in the offer of appointment issued to the candidates, whichever is earlier, 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.

- (xiii) 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 requirements. CSL reserves the right to restrict/ alter/cancel/modify the recruitment process, if need so arises without notice or assigning any reason thereof.
- (xiv) 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.
- (xv) 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.
- (xvi) Any amendment, modification or addition to this advertisement shall be published in the CSL website only.
- (xvii) For any further clarification, please contact us e-mail career@cochinshipyard.com.

F. Important Dates:

Commencement of Online Application : 24 Oct 2019
Last Date of Online Application : 18 Nov 2019

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

Sd/-
CHIEF GENERAL MANAGER (HR & TRG)