



Advt. No. 05/2023

FOR WEBSITE

**GOA SHIPYARD LIMITED**  
SHIPBUILDERS, SHIPREPAIRERS & ENGINEERS  
(A Government of India Undertaking-Ministry of Defence)  
(ISO 9001-2015, 14001:2015, 45001:2018 Certified Company)  
**VADDEM, VASCO-DA-GAMA, GOA – 403 802**  
**CIN No. U63032GA1967GOI000077**

**Unmatchable Track Record of Execution & Delivery**

GSL is a Central Public Sector Undertaking under Ministry of Defence and is a Schedule 'B' Mini Ratna Category-I Company, engaged in designing and building Ships for Indian Navy and Indian Coast Guard. GSL invites online applications from qualified, talented and experienced Indian Nationals only for the following posts under different disciplines. Eligible & Interested candidates are required to apply online through our website [www.goashipyard.in](http://www.goashipyard.in)

### **Direct Recruitment**

Sr. No.	Name of the post	No. of Vacancies	Category	Upper age* Limit as on 30.11.2023 (in years)	Scale of Pay (IDA – Revised 2017) & Grade
<b><u>REGULAR EMPLOYMENT POSTS</u></b>					
1	Chief General Manager (Commercial)	01	UR-01	UR-54	Rs.120000-3%-280000 (E-8)
2	General Manager (Technical)	01	UR-01	UR-52	Rs.100000-3%-260000 (E-7)

***\*Age Relaxation as mentioned under para VI of Advertisement will be applicable***

**UR= Unreserved**

**Note:**

#### **1. TIME FRAME:**

Date of commencement of Online Applications	13.12.2023
Last date for Submitting Online Applications	12.01.2024 (till 17:00 hrs)

## I. DETAILS OF POSTS AND TERMS & CONDITIONS

### 1. CHIEF GENERAL MANAGER (COMMERCIAL) – 01 VACANCY

**Essential Educational Qualification:** Full time regular Bachelor of Engineering (B.E.) / Bachelor of Technology (B. Tech.) from a recognized university / AICTE approved institution with specialization in Mechanical/ Production/ Electronics/Electrical/Naval Architecture

**Desirable Qualification:** PG Diploma / Diploma/ Certificate course from a recognized University /AICTE approved institution with specialization in materials management/ supply chain management/ logistics management / Public Procurement/Stores Management/ International Purchasing & Supply Chain Management / PG degree/ diploma in Engineering/ Management

**Essential Work Experience:** Candidate should have minimum 23 years post qualification experience out of which atleast 10 years in Senior position. He should have handled Commercial functions for atleast 10 years mainly at Management level dealing with purchase / commercial function in a large process industry with hands on experience in processing and formulation of tender documents for different procurement (both from indigenous and global sources) Contracts, Inventory Management, Development of New Vendors, Sub Contract, Work Contract, Global Tenders etc.

**Desirable Experience:** Knowledge of Government rules and regulations as applicable to CPSEs w.r.t Commercial Activities. Knowledge and exposure to ERP, modern concepts of Purchase, Supply Chain Management, Stores, Inventory Control, Foreign Exchange Regulations, Customs Clearance etc. Knowledge and exposure in formulating Policies and Procedures in commercial Functions. Experience in PSU will be preferred.

### 2. GENERAL MANAGER (TECHNICAL)– 01 VACANCY

**Essential Educational Qualification:** Full time regular Bachelor of Engineering (B.E.) / Bachelor of Technology (B. Tech.) from a recognized University / AICTE approved institution with specialization in Mechanical / Production / Electronics /Electrical /Naval Architecture

**Desirable Qualification:** Post Graduate Degree/Diploma in Engineering/ Technology / management.

**Essential Work Experience:** Candidate should have minimum 20 years post qualification relevant work experience out of which at least 10 years in Senior position either Exclusive or in Unison in ship operation/Ship building / Ship design / Ship repair / Infrastructure development for ship construction & Ship Repairs / Overseeing the construction / repair of Naval Ships, etc.

Naval Officers of the rank of Commodore & above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may also be considered.

**Desirable Experience:** Relevant experience in ship design / shipbuilding / IHQ (Professional/ Production Directorate) / WOT/Naval Dockyards/WESEE etc. would be preferred.

## II. Emoluments:

Grade	Pay scale	CTC (Rs. in lakhs)
E-8	Rs. 120000-3%-280000	48.6
E-7	Rs.100000-3%-260000	39.4

In addition, other benefits like Accident Insurance Coverage, Contributory Medical Insurance Policy, Welfare items, etc. will be applicable as per Company Rules. Further Pay fixation/Pay protection may be considered as per Govt /GSL Guidelines. The management may consider granting additional increments for deserving candidates.

## III. Educational Qualification:

### A. Educational Qualification for Engineering Discipline:

(i) Lateral Entry to 3<sup>rd</sup> Semester of 8 Semester course/ 2<sup>nd</sup> year of 4 years course will also be considered as equivalent qualification.

(ii) **Grouping of Disciplines in Engineering Degree** – Technical Disciplines

<b>Mechanical</b>	Mechanical/Mechanical & Industrial Engg./Mechanical & Production Engg/ Marine Engg.
<b>Naval Architecture</b>	Naval Architecture/ Naval Architecture & Shipbuilding/ Naval Architecture & Ocean Engg/ Naval Architecture & Marine Engg/ Naval Architecture & Offshore Engg./ Ocean Engg & Naval Architecture
<b>Electrical</b>	Electrical/Electrical & Electronics/Electrical & Instrumentation

<b>Electronics</b>	Electronics/Electronics & Communication/Applied Electronics & Instrumentation/Electronics & Telecommunication/Electronics & Instrumentation/Instrumentation & Control.
<b>Production</b>	Production Engineering/Production Engineering & Management/Production & Industrial Engineering/Manufacturing Technology/Engineering.

- (iii) Post graduate integrated Degree Courses will also be allowed for Engineering Disciplines in Technical posts. The integrated Professional Technical qualification should be of 5 years duration after 10+2 qualification.

The date of declaration of result / issuance of passing certificate shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account.

#### **IV. Experience:**

- (i) Out of the total overall experience mentioned for the posts, the candidates in Government / PSU must possess experience in the immediate lower payscale as below:-

<b>Sl. No.</b>	<b>Designation of Posts</b>	<b>Immediate Lower payscale (IDA)</b>	<b>Years of service in Immediate Lower payscale</b>
1	Chief General Manager	Rs. 100000-3%-260000 (E-7)	2
2	General Manager	Rs. 90000-3%-240000 (E-6)	2

- (ii) For candidates in CDA payscale, the immediate lower payscale as per GSL policy will be followed and shall have 2 years of service in immediate lower payscale.
- (iii) In case of candidates in Private Sector organizations, last two years experience should be in a company having at least Rs 100 crores annual turnover and the incumbent should have discharged duties in a similar role.
- (iv) Candidates working in PSUs on **consolidated pay** will be considered in line with Private Sector Organisations.

## V. RESERVATIONS:

- (i) Candidates from reserved category fulfilling eligibility criteria may also apply for the posts earmarked for UR as per Govt. Rules. Such candidates applying for a post where there are no vacancies in their respective reserved categories will be treated as General candidates and no relaxation in any criteria will be applicable to these candidates.
- (ii) Candidates from reserved category will have to submit caste certificate, in the Prescribed Proforma meant for “**Appointment to posts under the Government of India**” from the designated authority indicating clearly the candidate’s caste, the Act/Order under which the caste is recognized as SC/ST/OBC (NCL) and the Village/Town the candidate is ordinarily a resident of. The OBC (NCL) certificate should not be more than 06 months old at the time of joining. The candidates under PwBD category will have to submit the disability certificate from the designated authority as stipulated in Rights of Persons with Disabilities Act, 2016 indicating clearly the percentage of disability.
- (iii) If the SC/ST/OBC (NCL)/PwBD certificate has been issued in a language other than English/Hindi, the candidates will be required to submit a self-certified translated copy of the same either in English or Hindi. GSL reserves the right to verify the genuineness of the certificate and in case it is found to be false penal action will be taken against such candidates as per rules of GSL and Government guidelines as applicable.
- (iv) Ex-Servicemen can also apply against the advertised posts subject to fulfilling the eligibility criteria. Their candidature will be considered as per Government guidelines in vogue.
- (v) Concessions & relaxations will be granted to PwBD candidates applying against the said posts. Their candidature will be considered as per Government guidelines in vogue.

## VI. AGE RELAXATION:

- (i) Relaxation in age limit for PwBD/Ex-Servicemen will be as per Government of India guidelines in force.
- (ii) Age relaxation will be as per GSL Rules to candidates working or previously worked in GSL.

- (iii) Relaxation in the upper age limit mentioned against each post may be granted to any candidate to the extent of excess years of relevant post qualification experience possessed by the candidate vis-à-vis the notified years of post-qualification experience for each post. However, considering all the age relaxations, 03 years residual service should be available as on cut off date. Relaxation on upper age to the extent of experience acquired over and above indicated relevant post qualification experience (in this case it is 23 years for Chief General Manager and 20 years for General Manager) and remaining service should be 3 years.

## **VII. GENERAL CONDITIONS:**

- 1) The candidates may note that the applications are to be made through online application system as per the instructions given. Applications made in any other manner shall not be considered and shall be summarily rejected. Management will not be responsible for any application which is not received through online system.
- 2) An application fee of ₹ **500/-** (Non-Refundable) is to be paid online through SBI e-pay (by debit card/ credit card/ net banking etc.). Application without prescribed fees shall be liable for rejection. SC/ST/PwBD/Ex-Servicemen candidates are exempted from payment of application fee, as per Government of India rules. No fee is required to be paid by internal candidates who apply for the said posts.
- 3) The candidates applying for more than one post have to submit separate applications along with the prescribed application fee for each post.
- 4) Application fee is non-refundable; therefore candidates are requested to verify their eligibility thoroughly before making any payment. The candidature of applicants submitting fee of lesser amount or depositing fee through any other mode other than the prescribed method, will be rejected. The application fee paid by the ineligible candidates shall be forfeited and no correspondence shall be entertained in this regard.
- 5) Mere fulfilment of qualifications and other requirements as applicable for the respective post does not entitle a candidate to be called for selection process.
- 6) Management reserves the right to fill or not to fill the post/s and also to fill up future vacancies, if any, from the valid panel of selected candidates as per the rules of the company. GSL Management in its sole discretion reserves the right to increase / reduce the number of vacancies notified. In case sufficient candidates have not

applied or sufficient candidates are not provisionally shortlisted after scrutiny, GSL management reserves the right to cancel the Selection Process.

- 7) Candidates working in Government / Quasi Government / Public Sector Undertaking / Autonomous Bodies must apply through proper channel or produce “**No Objection Certificate**” at the time of selection process without which the candidates will not be allowed for the selection process and also a document indicating the current pay scale and the date since working in the said pay scale is to be produced.
- 8) Management reserves the right to deploy the selected candidates in any location/department as per requirements of the Company, irrespective of the post he/she has been originally selected for.
- 9) Outstation candidates qualified for interview will be paid travelling allowance as given below by shortest route from the place of residence (as registered by them in the Online Application System) to Goa Shipyard Limited, only on production of proof of journey (Hard copy of Tickets) as per rules of the Company.

<b>Name of the post</b>	<b>Eligibility</b>
Chief General Manager / General Manager	<b>Economy Class Air Fare</b>

- 10) Payment of TA shall be made through ECS mode only and candidates are expected to bring necessary details for processing the payment through ECS mode. Application format along with ECS form is available on our website under the heading “Notice Board - Careers - Advertisement”.
- 11) Interim enquiries will not be entertained.
- 12) Canvassing in any form will be a disqualification of their candidature.
- 13) Management reserves the right to raise the eligibility criteria for short listing the applications. Management further reserves the right to decide the criteria for screening of applications and internal rules & regulations and / or the procedures as per the past practice will be followed.
- 14) Management reserves the right to call for any additional documentary evidence in support of education, experience, CTC/Pay-scale etc. of the applicants.

- 15) In case, at any time, it is found that the candidate is not meeting the eligibility criteria, the candidature will summarily be rejected forthwith. In that event, no reimbursement of travelling expenses incurred for attending the interview will be made. Hence, candidate must ensure that he/she is absolutely meeting the eligibility criteria and other conditions advertised without any deviation.
- 16) Management reserves the right to reject the candidature if it is found that false or fabricated information is furnished in the application. The selection of any candidate is liable to be cancelled even after his/her selection on confirming that any information submitted by the candidate is false / fabricated.
- 17) Management reserves the right to cancel the advertisement and/or the selection process thereto without assigning any reason.
- 18) Only ONLINE applications received through GSL recruitment portal will be considered. Applications received without following the online process or through any other mode will not be entertained.
- 19) Corrigendum, if any, will be uploaded on our website only. Candidates are requested to check our website ([www.goashipyard.in](http://www.goashipyard.in)) regularly under the heading "Notice Board - Careers - Advertisement".
- 20) Call letters for selection process will be sent only through E-mail to shortlisted candidates' registered Email ID which should be valid and operative. The candidates are requested to login to their E-mail Id and check regularly.
- 21) Information regarding names of eligible candidates, date of selection, names/Roll Number of selected candidates etc. will be hosted on the website under the heading "Notice Board - Careers - Advertisement" for which the candidates are requested to visit our website regularly.
- 22) Management will not be responsible for non receipt of email and loss of their E-mail ID and password.
- 23) **Upper age limit and experience will be considered as on 30.11.2023**
- 24) In the event of finding difficulty to apply online the candidates may contact us through Email: [recruitment@goashipyard.com](mailto:recruitment@goashipyard.com)
- 25) Applications filled online contrary to instructions given shall be rejected.



26) For any dispute, the Jurisdiction shall be Goa only.

### **INSTRUCTIONS FOR APPLYING ONLINE**

Visit our website [www.goashipyard.in](http://www.goashipyard.in) and under the link Notice Board- 'careers' click the link 'GSL Careers'. Click on 'Apply Now' button and select the post you wish to apply for. You are advised to go through the eligibility criteria and the Terms and Conditions of the advertisement before applying online.

Please keep scanned copy (preferably JPG/PDF format) of the following documents before proceeding to fill up the Online Application:

- Passport size color Photograph with light background (preferably white) without any obstacle covering/obstructing the face and eyes. Size of the file should be below 450 kb.
- Candidate's signature should be on a plain white paper with black ink. The signature should not be digitalized. It should be scanned copy of your own signature on paper with pen. Size of the file should be below 450 kb.
- Scanned copy of SSC certificate as proof of date of Birth not more than 500 kb in size.
- Scanned copy of Educational qualification mark sheet & degree not more than 1 MB.
- Scanned copy of Caste/Disability certificate not more than 500 kb.
- Scanned copy of experience certificates not more than 1 MB.
- Scanned copy of Online Transaction Receipt not more than 500 kb.
- Scanned copy of Aadhar Card not more than 500 kb.

### **INSTRUCTIONS FOR ONLINE PAYMENT**

- After completion of Personal information in online application form the candidates have to fill the Payment details and make the online payment of application fees.
- An application fee of ₹ **500/-** (Non-Refundable) is to be paid online through SBI e-pay (by debit card/ credit card/ net banking etc.). Application without prescribed fees shall be liable for rejection. SC/ST/PwBD/Ex-Servicemen candidates are exempted from payment of application fee, as per Government of India rules. No fee is required to be paid by internal candidates who apply for the said posts.
- After submitting your payment information in the online application form, please wait for the intimation from the server. Do not press back or refresh button in order to avoid double charges.
- On successful completion of the transaction, "Fee receipt" would be generated. Candidates have to download and take print of fee receipt.

- Non-generation of 'Fee Receipt' indicates PAYMENT FAILURE. In case of failure of payment, candidates are advised to login again and repeat the process payment.

**Other Information for candidates with regard to online application:**

1. After filling up the data in the Online Application System and checking the Terms & Conditions check box , on clicking the submit button, the candidate will not be allowed to edit his application details.
2. After completion of online application form, the candidates are required to take two print out of auto generated filled in Application Form, put their signature at designated places and send one copy along with Fee receipt (as applicable), self-attested copies of testimonials/certificates in support of Date of Birth, Caste, Educational & Professional qualification, Experience, CTC/Pay-scale, Ex-Serviceman, etc to Goa Shipyard Limited. Kindly preserve the second copy for future references.
3. Address for forwarding the hard copy of online application along with relevant documents is as follows: **HOD(HR&A), HR&A Department, Goa Shipyard Limited, Vasco-Da-Gama, Goa – 403802. Hard copy should reach GSL on or before 22.01.2024**
4. **Online Application opens from 00.00 hrs on 13.12.2023 and closes at 17.00 hrs on 12.01.2024.**

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