



Advt. No. 05/2024

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, Indian Coast Guard and for other customers including friendly foreign countries. GSL invites online applications from qualified, talented and Young Indian Nationals 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**

<b>FIXED TERM EMPLOYMENT (FTE) POSTS FOR 03 YEARS FURTHER EXTENDABLE UPTO 02 YEARS</b>					
<b>Sr. No.</b>	<b>Name of the post</b>	<b>*No. of Vacancies</b>	<b>Category-wise Breakup</b>	<b>Upper age Limit as on 29.02.2024 (in years)</b>	<b>Scale of Pay (IDA – Revised 2017) &amp; Grade</b>
1	Deputy Manager (Mechanical) - (On fixed term basis)	08	SC - 01 OBC - 02 EWS - 01 UR - 04	SC/ST- 38 OBC - 36 UR - 33	Rs. 50000-3%-160000(E-2)
2	Deputy Manager (Electrical)- (On fixed term basis)	01	UR - 01		Rs. 50000-3%-160000(E-2)
3	Assistant Manager (Mechanical) - (On fixed term basis)	06	SC - 01 ST - 01 OBC - 01 EWS - 01 UR - 01 PwBD[VH(LV)] - 01	SC/ST- 35 OBC -33 UR/EWS - 30	Rs. 40000-3%-140000(E-1)

4	Assistant Manager (Electrical)- (On fixed term basis)	04	SC – 01 UR – 02 PwBD (HH) - 01	SC/ST- 35 OBC -33 UR/EWS – 30	Rs. 40000-3%-140000(E-1)
5	Assistant Manager (CSR) – (On fixed term basis)	1	OBC - 01		Rs. 40000-3%-140000(E-1)

\*The above vacancies include backlog reserved vacancies also.

**UR= Unreserved; SC= Scheduled Caste; ST= Scheduled Tribe; OBC=Other Backward Class; EWS= Economically Weaker Section; PwBD= Persons with Benchmark Disabilities;VH(LV)=Visual Impairment (Low Vision), HH= Hearing Impairment**

Note:

1. Posts from Sr. No. 1 to 5 are purely on **Fixed Term Employment** basis, initially for a period of 03 years. It may further be extended for maximum upto 2 years depending upon the requirement of the organisation and the performance of the individual. It is NOT against a regular post, but is on fixed term basis only. The fixed term employment will stand automatically terminated at the end of the period, unless intimated otherwise in writing. GSL does not provide any assurance for regular employment on completion of fixed term tenure.

## **I. DETAILS OF POSTS AND TERMS AND CONDITIONS**

### **1. DEPUTY MANAGER (MECHANICAL) – (ON FIXED TERM BASIS) - 08 VACANCIES**

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

**Desirable Qualification:** Post Graduate degree/Diploma/ Certificate Course in relevant field/ Project Management from any Government recognized university / AICTE approved institution. Working knowledge of computers preferably in SAP / ERP modules, MS- office & Internet

**Essential Work Experience:** Candidate should have minimum 4 years post qualification relevant work experience in Ship building/ Ship repairs/ Manufacturing Industry.

**Desirable Experience:** Relevant work experience preferably from ship building / ship repairs or shipbuilding related large organizations. Knowledge of areas like fabrication/CNC machines/welding/technical ship design/ Technical specifications

and awareness about the latest developments in Engineering drawings, machinery, equipments, gadgets etc. in Ship Building technology, designs and product innovations.

2. **DEPUTY MANAGER (ELECTRICAL) – (ON FIXED TERM BASIS) – 01 VACANCY**

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

**Desirable Qualification:** Certified Energy Manager from Bureau of Energy Efficiency, Certificate issued by competent board/ institution to work in LT and HT system. Any advanced/additional Diploma/ Certificate course from recognized university/ AICTE approved institution in Power systems/ Manufacturing Technology / Production Engineering. Post Graduate degree/Diploma/ Certificate Course in relevant field/Project Management from any Government recognized university / AICTE approved institution. Working knowledge of computers preferably in SAP / ERP modules, MS- office & Internet

**Essential Work Experience:** Candidate should have minimum 4 years post qualification relevant work experience in Ship building/ Ship repairs/ Manufacturing Industry.

**Desirable Experience:** Relevant work experience preferably from ship building / ship repairs or shipbuilding related large organizations in Power House functions like O&M substation, DG sets, electrical maintenance of machinery etc. Knowledge of the latest developments in Electrical drawings, machinery, equipments, gadgets etc. in Ship Building technology, designs and product innovations.

3. **ASSISTANT MANAGER (MECHANICAL) – (ON FIXED TERM BASIS) – 06 VACANCIES**

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

**Desirable Qualification:** Post Graduate degree/Diploma/ Certificate Course in relevant field/ Project Management from any Government recognized university /

AICTE approved institution. Working knowledge of computers preferably in SAP / ERP modules, MS- office & Internet

**Essential Work Experience:** Candidate should have minimum 1 year post qualification relevant work experience in Ship building/ Ship repairs/ Manufacturing Industry.

**Desirable Experience:** Relevant work experience preferably from ship building / ship repairs or shipbuilding related large organizations.. Knowledge of areas like fabrication/CNC machines/welding/technical ship design/ Technical specifications and awareness about the latest developments in Engineering drawings, machinery, equipments, gadgets etc. in Ship Building technology, designs and product innovations.

#### **4. ASSISTANT MANAGER (ELECTRICAL) - (ON FIXED TERM BASIS) – 04 VACANCIES**

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

**Desirable Qualification:** Certified Energy Manger from Bureau of Energy Efficiency, Certificate issued by Competent board/ institution to work in LT and HT system. Any advanced/additional Diploma/ Certificate course from recognized university/ AICTE approved institution in Power systems/ Manufacturing Technology / Production Engineering. Post Graduate degree/Diploma/ Certificate Course in relevant field/Project Management from any Government recognized university / AICTE approved institution. Working knowledge of computers preferably in SAP / ERP modules, MS- office & Internet

**Essential Work Experience:** Candidate should have minimum 01 year post qualification relevant work experience in ship building/ Ship repairs/ manufacturing Industry.

**Desirable Experience:** Relevant work experience preferably from ship building / ship repairs or shipbuilding related large organizations in Power House functions like O&M substation, DG sets, electrical maintenance of machinery etc. Knowledge of the latest developments in Electrical drawings, machinery, equipments, gadgets etc. in Ship Building technology, designs and product innovations.

**5. ASSISTANT MANAGER (CSR) - (ON FIXED TERM BASIS) - 01 VACANCY**

**Essential Educational Qualification:** Graduate in any discipline with minimum 2 years full time Regular MBA / MSW / PG Degree / Diploma from a recognized University / AICTE approved institution with specialization in Labour and Social Welfare / Social Work / Rural Development / Rural Management

**Desirable Qualification:** Any additional/advanced Diploma/Certificate Course in CSR/Social Work

**Essential Work Experience:** Candidate should have minimum 01 year post qualification relevant work experience.

**Desirable Experience:** Relevant work experience preferably in conducting Base Line surveys, Project monitoring, imparting Training in CSR, Organizing Social Impact survey, Documentation, Reporting for the purpose of board and MOU targets. Experience of working in a responsible position with reputed NGOs / associated with SHGs etc. would be an added advantage.

**II. EMOLUMENTS:**

<b>Grade</b>	<b>Pay scale</b>	<b>Approx. CTC (Rs. in lakhs)</b>
E-2	Rs. 50000-3%-160000	15.00
E-1	Rs. 40000-3%-140000	12.14

In addition, other benefits like Performance Related Pay, 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.

**III. EDUCATIONAL QUALIFICATION:**

I. **Educational Qualification for Engineering Discipline:** 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 Engineering
<b>Electrical</b>	Electrical/Electrical & Electronics/Electrical & Instrumentation.

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.

IV. 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 (FTE)</b>	<b>Immediate Lower payscale (IDA)</b>	<b>Years of service in Immediate Lower payscale</b>
1	Deputy Manager	Rs. 40000-3%-140000 (E-1)	2
2	Assistant Manager	Rs. 30000-3%-120000 (E-0)	1

(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 for Sr. No 1 and 01 year for Sr. No 2.

(iii) In case of candidates in Private Sector organizations, the incumbent should have discharged duties in a similar role.

(iv) Candidates working in PSUs on stipend/consolidated pay will be considered in line with Private Sector Organisations.

#### **V. RESERVATIONS:**

(i) Reservation for SC/ ST/OBC/PwBD/EWS as applicable has been indicated against each post. However, 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. Similarly, the candidates under Economically Weaker Section (EWS) category will have to submit the EWS certificate and other relevant documents issued by the competent authority. 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) Reservation to Economically Weaker Sections (EWS) is governed by Office Memorandum No. 36039/1/2019-Estt(Res) dated 31.1.19 of Department of Personnel & Training, Ministry of Personnel, Public Grievance & Pensions, Government of India; In respect of Candidates belonging to EWS Category, the Income and Asset Certificate issued by the designated authority shall be valid for the Financial Year 2023-24.
- (iv) If the SC/ST/OBC/EWS/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.
- (v) Ex-Servicemen / Ex-Agniveer can also apply against the advertised posts subject to fulfilling the eligibility criteria. Their candidature will be considered as per Government guidelines in vogue. Reservation for Ex-Agniveers will be considered as per Govt. Directive
- (vi) 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 SC/ST/OBC/PwBD/Ex-Servicemen/Ex-Agniveer 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.

## VII. SELECTION PROCESS

**A.** The selection for all posts (except Assistant Managers) will be through interview only. Management reserves the right to raise the eligibility criteria for short listing the applications in case of larger response. Management further reserves the right to decide the criteria for screening/shortlisting of applications.

**B.** Selection Process for Assistant Manager

(i) Selection for Assistant Manager post will be through Written test and Interview

(ii) The written test may be conducted through Computer based Test (CBT) or Pen Paper based Test (PBT).

Pattern of Written test:

Types of Questions	Marks	Remarks
Part-I Discipline Knowledge Questions	60	<ul style="list-style-type: none"><li>• Duration of Written test – 60 minutes</li><li>• Question paper language - Bi-lingual (English and Hindi).</li><li>• Question paper type - Objective type with Multiple Choices Questions.</li></ul>
Part-II General Management Aptitude Test (Mental Ability, Reasoning, English, Data Analysis, Numerical Ability etc.)	25	
Total	85	

i. Candidates who have scored 50% or above in written test for UR & EWS category and 45% or above for SC/ST/OBC-NCL/PWD category will be shortlisted for Document verification followed by interview.



- ii. Further, depending upon the performance of the candidates in written test, in case of more candidates, Management may decide to shortlist the candidates in the ratio of 1:5 to be called for Document verification/ interview subject to minimum passing marks as stated above.
- iii. Interview will be for 15 marks. The Qualifying marks for Interview is 50% or above for UR& EWS and 45%or above for SC/ST/OBC-NCL/PwBD. Selection will be made for the candidates qualified in Interview, considering the overall aggregate marks in written test & Interview in the order of merit following extent reservation guidelines. In case of a tie thereafter, relative merit shall be decided based on seniority in age.

#### **VIII. 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) 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.
- 4) The candidates applying for more than one post have to submit separate applications along with the prescribed application fee for each post.
- 5) 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.

- 6) Mere fulfilment of qualifications and other requirements as applicable for the respective post does not entitle a candidate to be called for 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) All Outstation candidates qualified for interview for the posts will be paid to and from A/C II tier rail fare by shortest route from their nearest railway station (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.
- 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. Normally TA claims will be paid within one month from the date of selection process. 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 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 29.02.2024**
- 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.

## **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, EWS, PwBD 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**

**Online Application opens from 00.00 hrs on 07.03.2024 and closes at 17.00 hrs on 06.04.2024.**

**LAST DATE FOR RECEIPT OF THE PRINTOUT OF THE ONLINE APPLICATION FORM ALONG WITH HARD COPIES OF RELEVANT DOCUMENTS AT GOA SHIPYARD LIMITED IS ON OR BEFORE 16.04.2024.**