

# **HINDUSTAN SHIPYARD LIMITED : : VISAKHAPATNAM – 530 005**

(A Government of India Undertaking)

*[Eighty years of Service to the Nation]*

**ADVT NO.HR/ES(O)/0102/04/2022 Dated 21 Sep 2022**

HSL is the pioneer Shipbuilding and Ship Repair Yard functioning under the Ministry of Defence. The Company is looking for suitably qualified and experienced personnel with proven track record for the following posts:

### **On Permanent Absorption Basis:**

<b>S.No.</b>	<b>Name of the Post (Grade)</b>	<b>Post Code</b>	<b>No. of posts</b>	<b>Reservation</b>
1	Senior Manager (Legal) (E4)	04/2022/SM01	01	01-UR
2	Manager (Technical) (E3)	04/2022/MGR01	07	02-UR; 02-OBC; 02-SC; 01-EWS
3	Manager (Commercial) (E3)	04/2022/MGR02	02	01-OBC; 01-SC
4	Deputy Manager (Design) (E2)	04/2022/DM01	04	03-UR; 01-OBC

### **On Fixed Term Contract (FTC) Basis:**

<b>S.No.</b>	<b>Name of the Post (Grade)</b>	<b>Post Code</b>	<b>No. of posts</b>	<b>Reservation</b>
1	Project Officer (Design)	04/2022/DMC01	02	01-UR; 01-EWS
2	Dy. Project Officer (Technical)	04/2022/AMC01	10	03-UR; 03-OBC; 02-SC; 02-ST
3	Dy. Project Officer (Plant Maintenance)	04/2022/AMC02	02	01-UR; 01-ST
4	Dy. Project Officer (Civil)	04/2022/AMC03	04	02-UR; 02-EWS
5	Dy. Project Officer (Safety)	04/2022/AMC04	01	01-UR
6	Dy. Project Officer (Legal)	04/2022/AMC05	02	01-UR; 01-SC
7	Dy. Project Officer (HR)	04/2022/AMC06	04	02-UR; 01-EWS; 01-ST
8	Dy. Project Officer (IT & ERP)	04/2022/AMC07	02	01-UR; 01-OBC
9	Medical Officer	04/2022/AMC08	04	01-UR; 01-OBC; 01-EWS; 01-SC;
10	Asst. Project Officer (Design)	04/2022/JMC01	04	01-UR; 02-OBC; 01-SC;
11	Asst. Project Officer (Civil)	04/2022/JMC02	02	01-UR; 01-SC

**Consultant on Fixed Term Contract Basis:**

<b>S. No.</b>	<b>Name of the Post (Grade)</b>	<b>Post Code</b>	<b>No. of posts</b>
1	Chief Project Consultant	04/2022/CON01	01
2	Project Engineer (Electrical)	04/2022/CON02	01
3	Project Engineer (Diving System)	04/2022/CON03	01
4	Consultant (Customs)	04/2022/CON04	01

Important dates for present recruitment process are as indicated below:

<b>IMPORTANT DATES</b>	
Date of commencement of ONLINE application for all posts	<b>21 Sep 2022 From 1000 hrs</b>
Last Date for ONLINE submission for all posts (Once submitted editing is not allowed)	<b>20 Oct 2022 upto 1700 hrs - For Permanent Posts 31 Oct 2022 upto 1700 hrs - For FTC &amp; Consultant Posts</b>
Last Date for receipt of copy of the printed online application along with mandatory enclosures by Post/Courier.	<b>31 Oct 2022 upto 1700 hrs - For Permanent Posts 10 Nov 2022 upto 1700 hrs - For FTC &amp; Consultant Posts</b>

1. On Permanent Absorption basis:

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 20 Oct 2022	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 20 Oct 2022
1	Senior Manager (E-4)	Rs. 70,000 - 2,00,000 (E4)  CTC is shown in the table below	42 Yrs.	Legal 01 post (UR)	<p><b><u>Essential:</u></b> (a) Graduate with LLB or Degree in Law (5 years integrated course) with not less than 60% marks from a recognized university / AICTE approved deemed university/institute</p> <p><b><u>Desirable:</u></b>  Masters in Law</p>	<p><b><u>Essential</u></b></p> <p><b>(a) <u>Experience:</u></b> The candidate should have minimum of 12 years of post-essential qualification experience in that at least 06 years as a practising advocate:</p> <p>(i) As Civil side Advocate in Civil Courts and High Courts/tribunals of Andhra Pradesh. OR (ii) In-house corporate lawyer in Government organisation/PSU/reputed private organisation.</p> <p><b>(b) <u>Lower Grade Experience:</u></b></p> <p><b>(i) <u>Candidates from Govt. / PSUs:</u></b> Should have minimum 3 years' experience in immediate lower grade of <u>IDA-PSU-</u> Rs. 24,900 - 50,500 (2007) Rs. 60,000 - 1,80,000 (2017) <u>CDA/Govt:</u> <u>7th CPC Pay Matrix:</u> Pay level 11</p> <p><b>(ii) <u>Candidates from Private Sector:</u></b> The candidate should be drawing present CTC of Rs.16 lakhs per annum or above.</p> <p><b><u>Desirable Skills:</u></b> Working knowledge of Telugu. Experience of working in IR environment.</p>

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 20 Oct 2022	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 20 Oct 2022
2	Manager (E3)	Rs. 60,000-1,80,000/- (E3)  CTC is shown in the table below	40 Yrs	Technical  07 posts [02-UR; 02-OBC; 02-SC; 01-EWS]	<p><b>Essential:</b> Full time Engineering Graduate with not less than 60% marks (55% for SC/ST Candidates) in Mechanical/ Electronics/Electrical/Naval Architecture disciplines from any recognised University or deemed university/Institute registered with AICTE.</p> <p><b>Desirable:</b> Post-graduation in relevant discipline  MBA</p>	<p><b>Essential:</b></p> <p><b>(a) Experience:</b> (i) Should have at least 09 years of post-essential qualification experience in one/more of the following:-  (a) Naval Ship Construction/Operations/Maintenance in Government Organisation/PSU Shipyards/reputed private shipyard.  (b) Naval Ship/submarine design in Government Organisation/PSU shipyard/ IHQ, DND (SSG/SDG)/ reputed private shipyard reputed company involved in ship/submarine design.  (c) Overseeing of Naval Ship/Submarine Construction in Government Organisation/PSU shipyard or Private shipyard of repute.</p> <p><b>(b) Lower Grade Experience:</b></p> <p><b>(i) Candidates from Govt. / PSUs:</b> Candidate should have minimum 3 years' experience in immediate lower grade of <u>IDA-PSU:</u> Rs. 20,600 - 46,500 (2nd PRC) Rs. 50,000 - 1,60,000 (3rd PRC) <u>CDA/Govt:</u> <u>7th CPC Pay matrix:</u> Pay level 9</p> <p><b>(ii) Candidates from Private Sector:</b> The candidate should be working in organizations of repute with minimum annual turnover of Rs. 100 Cr and drawing present CTC of Rs.13 lakhs per annum.</p>

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 20 Oct 2022	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 20 Oct 2022
3	Manager (E3)	Rs. 60,000-1,80,000/- (E3)  CTC is shown in the table below	40 Yrs	Commercial  02 posts (01-OBC & 01-SC)	Full time Post Graduate Degree with not less than 60% marks in Material Management (MMS) / PG Diploma in Material management /supply chain management/ International Logistics/ International Business (55% for SC Candidates) from any recognised University or Institute registered with AICTE.  <b>Desirable:</b>  Degree /diploma / Cert, Course in Inventory Management / Integrated Logistics Management System.	<b>Essential Experience:</b> The candidate should have at least 09 years of post-essential qualification experience in Government Organisation/ PSU/Private Organisation of repute having one/more of the following:  a) Procurement, Supply-Chain management, Inventory Control, Integrated Logistics Management System  b) Working knowledge of Material/Inventory Management Software's, Vendor development & Assessment  c) Preparation of commercial terms/conditions of tender and commercial evaluation of tender  d) Logistics Management, Cost Estimation, Procurement of Ship Board Key Equipment from Indian and foreign OEMs  <b>(b) Lower Grade Experience:</b>  <b>(i) Candidates from Govt. / PSUs:</b>  Candidate should have minimum 3 years' experience in immediate lower grade of <u>IDA-PSU:</u> Rs. 20,600 - 46,500 (2 <sup>nd</sup> PRC) Rs. 50,000 - 1,60,000 (3 <sup>rd</sup> PRC)  <u>CDA/Govt:</u> <u>7th CPC Pay matrix:</u> Pay level 9  <b>(ii) Candidates from Private Sector:</b>  The candidate should be working in organizations of repute with minimum annual turnover of Rs 100 Cr and drawing present CTC of Rs.13 lakhs per annum.

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 20 Oct 2022	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 20 Oct 2022
4	Dy. Manager (E2)	Rs. 50,000-1,60,000/- (E2)  CTC is shown in the table below	35 Yrs	Design (Mechanical /Electrical)  04 posts (03-UR; 01-OBC)	Full time Engineering Graduate with not less than 60% marks in Mechanical/ /Electrical/Electronics disciplines from any recognised University or deemed university/Institute registered with AICTE.  <b>Desirable:</b> Post-graduation in relevant discipline	<b>Essential:</b> <b>(a) Experience:</b> Should have at least 05 years of post-essential qualification experience in one/more of the following:- (a) Naval Ship/submarine design in Government Organisation /PSU shipyard/ IHQ, DND (SSG)/ reputed private shipyard/ reputed ship design organisation. (b) Experience of working in Design Softwares like AutoCAD/Catia/AVEVAMarine/NUPAS CADMATIC/Ship Constructor or equivalent ship design software. (c) Estimating and sourcing of material/equipment required for ship/submarine construction. <b>(b) Lower Grade Experience:</b> <b>(i) Candidates from Govt. / PSUs:</b> Should have minimum 3 years' experience in immediate lower grade of <u>IDA-PSU</u> : Rs. 16,400 - 40,500 (2nd PRC) Rs. 40,000 - 1,40,000 (3rd PRC) <u>CDA/Govt.:</u> <u>7th CPC Pay matrix:</u> Pay level 7 <b>(ii) Candidates from Private Sector:</b>  The candidate should be drawing present CTC of Rs.10 lakhs PA or above.

## A. Scale of Pay & Benefits:

- (i) In addition to Basic Pay, the regular officers shall be entitled for payment of Industrial DA, HRA, allowances of 27 % of Basic Pay (under cafeteria approach, subject to review by govt), Contributory Provident Fund, Gratuity, Reimbursement of Medical expenses for In Patient treatment, Leave Encashment, subsidized Lunch etc. as admissible as per the company policies/government regulations.
- (ii) Table below indicates the CTC at the minimum of scale as on date:

Grade	Pay scale	Annual CTC (approx.)
E4	Rs. 70,000 - 2,00,000/-	Rs. 18.97 lakhs per annum
E3	Rs. 60,000-1,80,000/-	Rs. 16.30 lakhs per annum
E2	Rs. 50,000-1,60,000/-	Rs. 13.64 lakhs per annum

## B. Relaxations:

- (i) Internal candidates will be considered with the following relaxations in experience and age –
- The minimum experience in the lower grade shall be relaxed by 1 year.
  - The upper age limit is relaxed by 5 yrs.
  - No Application fee for internal candidates.
- (ii) Age will be relaxed for SC/ST/OBC/PWD categories as per Government rules.
- (iii) In case of ex-servicemen the upper age limit will be relaxed to the extent of number of years of service in the armed forces however the resultant age after deducting the period of service from the actual age should not exceed the prescribed age limit by more than 3 years.

## C. Reservation:

- (i) Candidates from reserved categories fulfilling eligibility criteria may also apply for the posts earmarked for UR as per Government Rules.
- (ii) SC/ST candidates should possess valid Certificate in the prescribed format. OBC candidates at the time of interview have to submit declaration to the effect that the incumbent does not fall in Creamy Layer Section and also to produce non-creamy layer certificate in the prescribed format as applicable for appointment for the posts under Govt. of India and Central Govt., Public Sector Undertakings. OBC (non-creamy layer) certificate by the competent authority issued not be later than 01.04.2022. Similarly, the candidates under Economically Weaker Section (EWS) category will have to submit the "Income & Asset" certificate issued by the competent authority not be later than 01.04.2022.
- (iii) SC/ST/OBC/EWS candidates applying for a post where there are no vacancies in their respective categories, will be treated as General candidates and no relaxation in any criteria will be applicable to these candidates. However, they may indicate their actual category in online application so as to avail of application fees concession as applicable.

**D. Application fee:** Application Fee is Rs.300/-. No Registration fee for SC/ST/PH Candidates. Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before applying. **Payment should be made through online and the receipt of the online payment is to be forwarded along with the hard copies of the application.**

**E. Eligibility criteria for candidates from Government/ PSU/ Private sector:**

- (i) Candidates from Private Sector Companies will be considered subject to fulfilment of criteria of their present CTC as indicated against relevant serial of detailed advertisement and also the company's annual turnover should be at least 100 crores. Candidates are required to furnish the proof for the same along with the application. Without submission of CTC certificate and annual turnover proof of the present working company, application of the candidate could be summarily rejected.
- (ii) Candidates presently working in Government should submit "**No Objection Certificate**" from the present Organisation at the time of interview. Without "**No Objection Certificate**", the candidate may not be called for the interview.
- (iii) Training period in any organisation shall not be counted as work experience, including the period of executive training, management training, apprentice training, advanced training or any other training.

**F. Method of Selection:**

- (i) Candidates meeting the essential qualification and experience criteria and minimum grade service/ CTC criteria shall be shortlisted for interview. The selection process shall be held at Hindustan Shipyard Limited, Visakhapatnam through Group Discussion and/or interview through electronic media or at HSL. The candidates called for physical interview shall be reimbursed "to & from" 2<sup>nd</sup> AC train fare'. Candidates at their choice may perform journey by air however, reimbursement shall be limited to 'to & from 2<sup>nd</sup> AC train fare' by shortest route. The selection process may include group discussion, preliminary screening interview and final selection interview. Decision of selection committee shall be final and no representation, whatsoever it may be, shall be entertained.
- (ii) In case, large number of applications are received against the aforementioned advertisement, candidates will be shortlisted in ratio not exceeding 06 times of published vacancies. Candidates will be shortlisted based on the Percentage of Marks secured by them in essential qualifying examination.
- (iii) Decision of management in shortlisting of the candidates shall be final.
- (iv) **Percentage of marks should be calculated in the following way:**
  - (a) Aggregate percentage of marks SHALL NOT BE rounded off (for example 64.99% not to be rounded off as 65%)
  - (b) In case of CGPA/OGPA/Grade is awarded by university, the equivalent percentage shall be derived based on the formula provided by the University for converting the grade to Percentage by the candidate. If no formula is prescribed by the University, the equivalence in percentage of marks will be established by multiplying the CGPA/OGPA/ Grade by a factor of 10 subject to the condition that the candidate has to submit documentary proof along with application that the University does not have any formula for conversion of CGPA/OGPA/Grade to percentage
- (v) The Management reserves the right to raise the minimum eligibility standards, change the selection criteria, and cancel the recruitment process without assigning any reasons.

**G. Other terms & conditions:**

- (i) All vacancies are for Visakhapatnam except where mentioned.



**2. On Fixed Term Contract (FTC) Basis:**

<b>S No.</b>	<b>Name of the post (Grade)</b>	<b>Consolidated pay</b>	<b>Max. Age As on 31 Oct 2022</b>	<b>Discipline/ Reservation &amp; No. of posts</b>	<b>Qualification</b>	<b>Professional experience as on 31 Oct 2022</b>
1	Project Officer (Contract basis)  On fixed term contract basis for a period of 02 years extendable by one year subject to satisfactory performance/requirement.	Rs. 66,250/- PM  For other benefits- refer the detailed advertisement.	40 Yrs	Design  02 posts [01-UR & 01-EWS]	<b><u>Essential:</u></b>  Full time Engineering Graduate with not less than 60% marks in Mechanical/ Electrical/ Electronics disciplines from any recognised University or Institute registered with AICTE.	<b><u>Essential:</u></b>  <b><u>Experience:</u></b>  (i) Should have post-essential qualification experience of at least 08 years (for Diploma)/ at least 05 years (for Engineering Graduate) in drafting in any reputed Ship Design/ Ship Building organisation. Experience in modelling & drafting in Aveva Marine/ NUPAS CADMATIC/ Ship Constructor or equivalent ship design software.  (ii) Should have working knowledge for preparation of engineering drawings in AUTOCAD software.

S No.	Name of the post (Grade)	Consolidated pay	Max. Age As on 31 Oct 2022	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 31 Oct 2022
2	Dy. Project Officer (Contract basis)  On fixed term contract basis for a period of 02 years extendable by one year subject to satisfactory performance/requirement..	Rs. 53,000/- PM  For other benefits-refer the detailed advertisement.	45 Yrs	Technical  10 posts [03-UR; 03-OBC; 02-SC; 02-ST]	<b><u>Essential:</u></b> Full time Graduate with not less than 60% marks (55% for SC/ST Candidates) in Engineering Degree/ Diploma in Mechanical/Electricals/Communication/Controls/ Shipwright & Equivalent.  Ex-Naval Sailors of ERA3 Equivalent & above of cadre ERA/EAP/EAR/SWA/M ECH with medical category not lower than S2A2 would be eligible for the post.	<b><u>Essential:</u></b> <b>(a) <u>Experience:</u></b> Minimum 05 Years post qualification experience of working on Operation/ Maintenance/ Construction/ Repairs/ Refit/ Overseeing of constructions/ Trails for Ships/Submarines of Indian Navy.  <b><u>Desirable:</u></b> Retired ERA3 Equivalent & above of cadre ERA/EAP/EAR/SWA/MECH cadre of Indian navy personnel with minimum 05 yrs post qualification experience in operations/maintenance of Ships & Submarine.

S No.	Name of the post (Grade)	Consolidated pay	Max. Age As on 31 Oct 2022	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 31 Oct 2022
3	Dy. Project Officer (Contract basis)  On fixed term contract basis for a period of 02 years extendable for one year subject to satisfactory performance/requirement.	Rs. 53,000/- PM  For other benefits-refer the detailed advertisement.	35 Yrs	Plant Maintenance  02 posts (01-UR & 01-ST)	<b>Essential:</b>  Full-time Engineering degree from a recognized University in Mechanical / Electrical/ Electronics /Instrumentation with an aggregate of not less than 60% of marks (55% for ST Candidates) in Qualifying exam.	<b>Essential:</b>  Minimum 02 years' post qualification experience in Operation/ Maintenance/ Repairs of Plant/Manufacturing unit/Shipyards and Experienced in activities of yard utilities operations, monitoring and repairs and maintenance of equipment, cranes, generators, electrical and instrumentation, machines and buildings at the yard. Break down maintenance & preventive maintenance scheduling, coordination with departments, suppliers and contractors.

S No.	Name of the post (Grade)	Consolidated pay	Max. Age As on 31 Oct 2022	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 31 Oct 2022
4	Dy. Project Officer (Contract basis)  On fixed term contract basis for a period of 02 years extendable for one year subject to satisfactory performance/requirement.	Rs. 53,000/- PM  For other benefits-refer the detailed advertisement.	35 Yrs	Civil  04 posts (02-UR & 02-EWS)	<b><u>Essential:</u></b>  Full-time Engineering degree in Civil Engg discipline with not less than 60% marks from a recognized university or deemed university/institution registered with AICTE  <b><u>Desirable:</u></b>  Masters in relevant field	<b><u>Essential:</u></b>  Post qualification experience of at least 02 years in one/more of the following:- (a) Design & Material Estimate for RCC Structure/ Marine RCC structure (b) Execution/Supervision of construction/refurbishment of Marine Structure, Buildings, Civil structures, Bridges and Culverts etc. (c) Planning & contract management for construction and refurbishment of marine structure, residential and factory buildings. The candidates should be conversant preparation of RFPs/Schedules.  <b><u>Desired skills:</u></b>  Working knowledge of Auto CAD & MS Office

S No.	Name of the post (Grade)	Consolidated pay	Max. Age As on 31 Oct 2022	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 31 Oct 2022
5	Dy. Project Officer (Contract basis)  On fixed term contract basis for a period of 02 years extendable for one year subject to satisfactory performance/requirement.	Rs. 53,000/- PM  For other benefits-refer the detailed advertisement.	35 Yrs	Safety  01 post (01-UR)	<b><u>Essential:</u></b>  Full-time degree in any branch of Engineering and Diploma in Industrial Safety with not less than 60% marks from a recognized university / AICTE approved institution	<b><u>Essential:</u></b>  Candidates should have minimum 02 years full-time post qualification experience on training, education, consultancy, or research in the field of accident prevention in industry or in any institution. Should have worked as Safety Officer in Govt/Public Sector Undertakings or in large and reputed Private company.

S No.	Name of the post (Grade)	Consolidated pay	Max. Age As on 31 Oct 2022	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 31 Oct 2022
6	Dy. Project Officer (Contract basis)  On fixed term contract basis for a period of 02 years extendable for one year subject to satisfactory performance/requirement.	Rs. 53,000/- PM  For other benefits- refer the detailed advertisement.	40 Yrs	Legal  02 posts (01-UR & 01-SC)	<b>Essential:</b>  Graduate with LLB or Degree in Law (5 years integrated course) with not less than 60% marks(55% for SC candidates) from a recognized university / AICTE approved institution	<b>Essential:</b>  <b>Experience:</b>  The candidate should have at least 05 years of post-qualification experience in the following:  (a) as Civil side Advocate in Civil Courts and High Courts/tribunals of Andhra Pradesh OR (b) In-house corporate lawyer in Govt/PSU or reputed private organisation.

S No.	Name of the post (Grade)	Consolidated pay	Max. Age As on 31 Oct 2022	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 31 Oct 2022
7	Dy. Project Officer  On fixed term contract basis for a period of 02 years extendable for one year subject to satisfactory performance/requirement.	Rs. 53,000/- PM  For other benefits- refer the detailed advertisement.	35 Yrs	HR 04 Posts [02-UR; 01-EWS 01-ST]	<b><u>Essential:</u></b> 1) Full time Graduate in any discipline with not less than 60% marks (55% for ST candidates) from any recognised University or Institute registered with AICTE and 2) Full time Post graduate degree / diploma in Management with specialization in HR/ Personnel Management from any recognised University or Institute registered with AICTE with not less than 60% marks (55% for ST candidates)	<b><u>Essential:</u></b> <b><u>(a) Experience:</u></b> Should have at least 2 years of post-qualification experience in various aspects of HR / Personnel Management / Industrial Relations/ Training & Development in Government Organisation/Public Sector Undertakings or in large and reputed Private Companies. <b><u>Desirable Skills:</u></b> Working Knowledge exp. in ERP like SAP and Oracle etc.

S No.	Name of the post (Grade)	Consolidated pay	Max. Age As on 31 Oct 2022	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 31 Oct 2022
8	Dy. Project Officer (Contract basis)  On fixed term contract basis for a period of 02 years extendable for one year subject to satisfactory performance/requirement.	Rs. 53,000/- PM  For other benefits- refer the detailed advertisement.	35 Yrs	IT & ERP  02 posts [01-UR; 01-OBC]	<b><u>Essential:</u></b>  Full-time BE/ B.Tech. in any discipline/ M. Sc. (IT/CS)/ MCA with not less than 60% marks from a recognized university / AICTE approved institution	<b><u>Essential:</u></b>  Candidate should have minimum 02 years' post-qualification experience in one/more of the following:  (a) Maintenance and management of IT Servers including Cyber Security  (b) Upkeep & Maintenance of LAN Network and IT Infrastructure  (c) Design, updation and modification to company web-sites and Operating System Administration.  <b><u>Desirable:</u></b>  Candidate with functional & technical experience in SAP portal and ABAP developer and knowledge of SAP Fiori will be preferred.



S No.	Name of the post (Grade)	Consolidated pay	Max. Age As on 31 Oct 2022	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 31 Oct 2022
9	<p>Medical Officer</p> <p>On fixed term contract basis for a period of 02 years extendable for one year subject to satisfactory performance/requirement.</p>	<p>Rs. 53,000/- PM (Negotiable)</p> <p>For other benefits-refer the detailed advertisement.</p>	40 Yrs	<p>Medical</p> <p>04 posts (01-UR; 01-OBC; 01-SC; 01-EWS)</p>	<p><b>Essential:</b> MBBS Degree with not less than 60% marks (55% for SC candidates) and registered with Indian Medical Council</p> <p><b>Desirable:</b> Preference will be given to those having PG Degree / Diploma in General Medicine / Industrial Medicine</p> <p>Lady Doctor with PG Diploma/degree OB &amp; Gynaecology discipline</p>	<p><b>Essential:</b> Candidates should have minimum 02 years post qualification experience in Medical Department of CPSEs / Govt. Hospitals/ Private Hospitals/ PHCs.</p>

S No.	Name of the post (Grade)	Consolidated pay	Max. Age As on 31 Oct 2022	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 31 Oct 2022
10	Assistant Project Officer  On fixed term contract basis for a period of 02 years extendable for one year subject to satisfactory performance/requirement.	Rs. 39,750/- PM  For other benefits - refer the detailed advertisement	40 Yrs	Designer – 3D Aveva  (Engineering/ Electrical)  04 posts (01-UR; 02-OBC; 01-SC)	<b><u>Essential:</u></b>  Full time Diploma/ Full time Engineering Graduate with not less than 60% marks (55% for SC Candidates) in Mechanical/ Electrical/ Civil/ Naval Architecture/ Naval Architecture & Ship Building/ Naval Architecture & Ocean Engineering/ Naval Architecture & Marine Engineering disciplines from any recognised University or Institute registered with AICTE.	<b><u>Essential:</u></b>  <b><u>Experience:</u></b>  (i) Should have at least 03 years (for Diploma)/ at least 02 years (for Engineering Graduate) of post-qualification experience in drafting in any reputed Ship Design/ Ship Building organisation. Experience in modelling & drafting in Aveva Marine/ NUPAS CADMATIC/ Ship Constructor or equivalent ship design software.  (ii) Should have prepared drawings in AUTOCAD software

S No.	Name of the post (Grade)	Consolidated pay	Max. Age As on 31 Oct 2022	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 31 Oct 2022
11	Assistant Project Officer  On fixed term contract basis for a period of 02 years extendable for one year subject to satisfactory performance/requirement.	Rs. 39,750/- PM  For other benefits - refer the detailed advertisement	40 Yrs	Civil  02 posts (01-UR; 01-SC)	<b><u>Essential:</u></b>  Full time Diploma/ Full time Engineering Graduate with not less than 60% marks (55% for SC Candidates) in Civil/ Civil & Structural/ Structural Engineering discipline with not less than 60% marks from a recognized university / AICTE approved institution	<b><u>Essential:</u></b>  (i) Should have at least 05 years (for Diploma)/ at least 02 years (for Engineering Graduate) of post-qualification experience in basic structure, maintenance of civil structure and execution of civil works preferably in marine environment.  (ii) Should have prepared drawings in AUTOCAD software.

**A. Scale of Pay & Benefits:**

- (i) In addition to the consolidated pay, they are also entitled for other benefits like Contributory Provident Fund Scheme (in case of less than 60 years of age) and Subsidized Lunch facility etc. as admissible.
- (ii) TA / DA / conveyance for travel outside Visakhapatnam for official travel as deputed by HSL Management will be paid as per rates as applicable to HSL officers of equivalent scale.
- (iii) Paid Leave benefit: Sick leave - 10 days per year and Casual Leave - 12 days per year
- (iv) The yearly emoluments during the contract period are as shown under:

Term	Consolidated Pay (Yearly) - Post Wise			
	Medical Officer	Asst. Project Officer	Dy. Project Officer	Project Officer
First Year	Rs. 53000/- PM (Negotiable)	Rs. 39750/- PM	Rs. 53000/- PM	Rs. 66250/- PM
Second Year	First Year Consolidated Pay + Rs. 1000/- PM	First Year Consolidated Pay + Rs. 500/- PM	First Year Consolidated Pay + Rs. 1000/- PM	First Year Consolidated Pay + Rs. 1200/- PM
Third Year	First Year Consolidated Pay + Rs. 2000/- PM	First Year Consolidated Pay + Rs. 1000/- PM	First Year Consolidated Pay + Rs. 2000/- PM	First Year Consolidated Pay + Rs. 2400/- PM

**B. Relaxations:** Age will be relaxed for SC/ST/OBC/PWD categories as per Government rules. In case of ex-servicemen the upper age limit will be relaxed to the extent of number of years of service in the armed forces however the resultant age after deducting the period of service from the actual age should not exceed the prescribed age limit by more than 3 years.

**C. Reservation:**

- (i) Candidates from reserved categories fulfilling eligibility criteria may also apply for the posts earmarked for UR as per Government Rules.
- (ii) SC/ST candidates should possess valid Certificate in the prescribed format. OBC candidates at the time of interview have to submit declaration to the effect that the incumbent does not fall in Creamy Layer Section and also to produce non-creamy later certificate in the prescribed format as applicable for appointment for the posts under Govt. of India and Central Govt., Public Sector Undertakings. OBC (non-creamy layer) certificate by the competent authority issued not be later than 01.04.2022. Similarly, the candidates under Economically Weaker Section (EWS) category will have to submit the "Income & Asset" certificate issued by the competent authority not be later than 01.04.2022.
- (iii) SC/ST/OBC candidates applying for a post where there are no vacancies in their respective categories, will be treated as General candidates and no relaxation in any criteria will be applicable to these candidates. However, they may indicate their actual category in online application so as to avail of application fees concession as applicable.

**D. Application fee:** Application Fee is Rs.300/-. No Registration fee for SC/ST/PH Candidates. Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before applying. **Payment should be made through online and the receipt of the online payment is to be forwarded along with the hard copies of the application.**

**E. Eligibility criteria for candidates from Government/ PSU/ Private sector:** Training period in any organisation shall not be counted as work experience, including the period of executive training, management training, apprentice training, advanced training or any other training.

**F. Method of Selection:**

- (i) The selection process shall be held at Hindustan Shipyard Limited, Visakhapatnam through Group Discussion and/or interview through electronic media or at HSL.
- (ii) In case, large number of applications are received against the aforementioned advertisement, candidates will be shortlisted in ratio not exceeding 06 times of published vacancies. Candidates will be shortlisted based on the Percentage of Marks secured by them in essential qualifying examination.
- (iii) Decision of management in shortlisting of the candidates shall be final.
- (iv) **Percentage of marks should be calculated in the following way:**
  - a. - Aggregate percentage of marks SHALL NOT BE rounded off (for example 64.99% not to be rounded off as 65%)
  - In case of CGPA/OGPA/Grade is awarded by university, the equivalent percentage shall be derived based on the formula provided by the University for converting the grade to Percentage by the candidate. If no formula is prescribed by the University, the equivalence in percentage of marks will be established by multiplying the CGPA/OGPA/ Grade by a factor of 10 subject to the condition that the candidate has to submit documentary proof along with application Document Verification process that the University does not have any formula for conversion of CGPA/OGPA/Grade to percentage.
- (v) The Management reserves the right to raise the minimum eligibility standards, change the selection criteria, and cancel the recruitment process without assigning any reasons.

**G. Other terms & conditions:**

- (i) The Contract may be terminated by either party by giving one months' notice in writing or in lieu by payment of one month notice pay.
- (ii) All vacancies are for Visakhapatnam except where mentioned.

**Consultants on fixed term contract basis:**

<b>S No.</b>	<b>Name of the post (Grade)</b>	<b>Remuneration</b>	<b>Max. Age As on 31 Oct 2022</b>	<b>Discipline &amp; Qualification</b>	<b>Professional experience as on 31 Oct 2022</b>
1	<p>Chief Project Consultant (01 Post)</p> <p>On fixed term contract basis for 01 year &amp; extendable till delivery of 2<sup>nd</sup> DSV subject to satisfactory performance.</p>	<p>Rs. 1,00,000/- PM (Consolidated pay)</p>	<p>The Maximum age limit is 62 years.</p>	<p><b><u>Essential:</u></b> Degree or Diploma in Engineering in the discipline of Mechanical / Electrical / Electronics / Shipbuilding / Naval Architecture from AICTE with min First class.</p>	<p><b><u>Essential:</u></b></p> <ul style="list-style-type: none"> <li>(i) Min 10 years' Experience in Marine / Shipbuilding / Ship design activities</li> <li>(ii) Experience in a senior management / similar role for at least 5 years in shipbuilding / design</li> <li>(iii) Experience as Project manager / Senior position in executing / building at least two Diving Vessels with integrated Sat diving system / air diving system / ROV from design to delivery</li> <li>(iv) Experience in detail designing at least two multipurpose / diving vessel</li> <li>(v) Good Knowledge of DP, Diving Interface with the vessel.</li> <li>(vi) Good knowledge of FMEA, Diving vessel Commissioning procedures / Sea trial preparation / classification rules</li> <li>(vii) Provide expertise to shipyard for negotiation with vendors, technical agreement evaluation, drawings approval, system installation, commissioning, preparation of sea trials</li> <li>(viii) To be available at site for atleast 04 days per month</li> </ul>

S No.	Name of the post (Grade)	Remuneration	Max. Age As on 31 Oct 2022	Discipline & Qualification	Professional experience as on 31 Oct 2022
2	Project Engineer (Electrical ) 01 Post  On fixed term contract basis for 01 year & extendable till delivery of 2 <sup>nd</sup> DSV subject to satisfactory performance.	Rs. 1,20,000/- PM  (Consolidated pay)	The Maximum age limit is 62 years however the same may be relaxed in case of deserving cases at the discretion of the Management.	<u>Essential:</u>  Degree or Diploma in Engineering in the discipline of Mechanical / Electrical / Electronics / Shipbuilding / Naval Architecture from AICTE with min First class.	<u>Essential:</u>  i) Min 10 years' Experience in shipbuilding  ii) Experience as Electrical Engineer / Electrical inspector in drawings approval / detail design / onsite commissioning of ships with DP system, conduct of FMEA of DP ships especially one or two Diving vessels with integrated SAT Diving / Air diving / ROV.  iii) Good Knowledge of DP, Electrical Systems including controls related to propulsion, Diving, DP system Interfaces / ROV with the vessel.  iv) To be available at site for minimum 18 days per month.

S No.	Name of the post (Grade)	Remuneration	Max. Age As on 31 Oct 2022	Discipline & Qualification	Professional experience as on 31 Oct 2022
3	<p>Project Engineer (Diving System ) 01 Post</p> <p>On fixed term contract basis for 01 year &amp; extendable till delivery of 2<sup>nd</sup> DSV subject to satisfactory performance.</p>	<p>Rs. 1,20,000/- PM  (Consolidated pay)</p>	<p>The Maximum age limit is 62 years however the same may be relaxed in case of deserving cases at the discretion of the Management.</p>	<p><b>Essential:</b> Degree or Diploma in Diving or certification related to Diving system</p>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>i) Min 10 year's experience in Diving vessel / Dive system as technician, commissioning engineer.</li> <li>ii) Min 10 years' experience in supervision of construction , drawings approval of new shipbuilding related to Diving support vessel</li> <li>iii) Good Knowledge of design of SAT diving system, Air dive system, Diving system trials in new shipbuilding</li> <li>iv) Provide expert support in the design phase, interface for the construction, installation, commissioning and trials of dive system in a Diving Support Vessel.</li> <li>v) To be available at site for minimum 18 days per month.</li> </ul>



S No.	Name of the post (Grade)	Remuneration	Max. Age As on 31 Oct 2022	Discipline & No. of posts	Qualification	Professional experience as on 31 Oct 2022
4	Consultant  On fixed term contract basis for a maximum of 03 years subject to satisfactory performance.	Rs. 100,000/- PM  (Consolidated pay)	62 years	Customs 01 post	<u>Essential:</u> Graduate degree in any discipline.	<u>Essential:</u> (i) Candidates should have 12 yrs. of working experience in dealing with Custom Clearance and Import/Export activities of Shipyard with liaising of port and customs authorities. (ii) To be available at site for a minimum of 18 days in a month and balance Off site through email/VC (Place of Residence of Consultant) (iii) To work on stores management and related areas of experience.

**A. Application fee:** Application Fee is Rs.300/-. No Registration fee for SC/ST/PH Candidates. Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before applying. **Payment should be made through online and the receipt of the online payment is to be forwarded along with the hard copies of the application.**

**B. Eligibility criteria for candidates from Government/ PSU/ Private sector:** Training period in any organisation shall not be counted as work experience, including the period of executive training, management training, apprentice training, advanced training or any other training except OEM training in India / Abroad.

**C. Method of Selection:**

- (i) The selection process shall be held at Hindustan Shipyard Limited, Visakhapatnam through Group Discussion and/or interview through electronic media or at HSL.
- (ii) The Management reserves the right to raise the minimum eligibility standards, change the selection criteria, and cancel the recruitment process without assigning any reasons at any stage.

**D. Other terms & conditions:** The Contract may be terminated by either party by giving one-month notice in writing or in lieu by payment of one-month notice pay.

**E. General Instructions:**

**i. Grouping of Disciplines:**

<b>GROUPING OF DISCIPLINES IN ENGINEERING</b>	
<b>Discipline</b>	<b>Grouping of Branches of Engineering</b>
Mechanical	Mechanical / Mechanical & Industrial Engineering / Mechanical & Production Engineering / Production Engineering / Production/ Marine Engineering/ Metallurgy.
Electronics	Electronics / Electronics & Communications / Applied Electronics/ Instrumentation.
Electrical	Electrical / Electrical & Electronics / Electrical & Instrumentation.
Computer / IT	Computer / Information Technology / Computer Technology.
Civil	Civil / Civil & Structural / Structural.
Naval Architecture	Naval Architecture / Naval Architecture & Ship Building / Naval Architecture & Ocean Engineering/ Naval Architecture & Marine Engineering

- ii. Indian Nationals only need to apply.
- iii. Applications sent other than the prescribed method stand rejected.
- iv. Print-out of the filled Online Application along with **mandatory enclosures** viz., Self-attested copies of Degree/PG Marks lists, Provisional Certificate, Proof of Date of Birth, Caste/PH Certificate, Experience certificates, latest salary certificate, online fee payment receipt etc., and **Annexure-I** must be forwarded through Postal/Courier Services and should reach General Manager (HR), Hindustan Shipyard Ltd., Gandhigram (PO), Visakhapatnam – 530 005 before the last date as shown above.
- v. **Only candidates meeting essential qualification and experience will be shortlisted/ qualified for the selection process.**
- vi. **Non-receipt of hardcopy of application, in complete application, application not supported by attested copies (self-attested) of relevant documents, not fulfilling the eligibility criteria or those applications received after the last date for receipt of applications shall not be considered and shall be treated as “REJECTED” and no communication will be made for the same.**
- vii. The candidates applying should ensure that they fulfil all eligibility conditions. Their admission at all stages is purely provisional. Mere issue of letter for written test or interview will not imply that candidature has been accepted. Verification of Original Certificates will be done only at the time of interview. The candidature of a candidate shall be cancelled at any point of time if the candidate is found not meeting the advertised eligibility criteria.
- viii. All original documents such as Degree Certificate, proof of Date of Birth, Caste/PH Certificate, Experience Certificates etc., will be checked at the time of interview. Non-production of original documents will debar the candidate from appearing for the interview and in that case no Travel Fare will be reimbursed to such candidates.
- ix. 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. 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.
- x. Candidature of a candidate is liable to be rejected at any stage of the recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or not in conformity with the eligible criteria mentioned in the advertisement.
- xi. The Management reserves the right to create and operate a panel of shortlisted candidates.
- xii. The Qualifying Requirement /Experience & Age limit shall be reckoned as on the last date for online submission of application before the final dates shown above.
- xiii. Mere possession of the requisite qualification and experience will not confer any right to be called for interview. However, the Management reserves the right to relax qualifications/experience/age in the case of exceptionally experienced and qualified candidates.
- xiv. The Management reserves the right to Increase or decrease the number of posts or consider for lower posts/grades to meet the organizational requirement.
- xv. Out-station Candidates (for regular posts) called for interview for the posts at S. No. 1, 2, 3 & 4 will be paid to & fro 2<sup>nd</sup> AC train fare by shortest route. No TA shall be paid for candidates attending for fixed term contract basis and Consultant on fixed term contract posts.
- xvi. **Any corrigendum/ addendum to this advertisement will be displayed only on the Company’s website <https://www.hslvizag.in>. Applicants are requested to visit the website from time to time for all updates.**

- xvii. All correspondence with candidates shall be done through e-mail only. All information regarding Interview Call Letter etc. shall be provided through e-mail uploaded at the time of application/uploading on HSL website. Responsibility of receiving, downloading and printing of Interview Call Letter or any other information shall be of the candidate only. HSL will not be responsible for any loss of e-mail sent, due to invalid/wrong e-mail ID provided by the candidate or delivery of e-mails to Spam/Bulk mail folder for delay/non-receipt of information if a candidate fails to access his/her mail/website in time or DND activated mobile no. etc.
- xviii. In case of difficulty in registration or for any clarification, candidates may contact [recruitment@hslvizag.in](mailto:recruitment@hslvizag.in) electronically.

**HOW TO APPLY (Note: Please read the instructions carefully before filling the online application)**

1. The Application should be submitted ONLINE via <http://www.hslvizag.in>
2. Candidates should possess a valid E mail id and remain active for at least next one year. All future correspondence would be sent via e mail only.
3. Candidate should upload his/her photograph (20 – 50KB) and signature (10 – 20KB) in the prescribed format and size.
4. Candidates are requested NOT to be idle for more than 5 minutes to avoid the expiry of web page while filling the online application.
5. Candidate should be ready with all the bio-data before filling the application.
6. Click on “Careers” under “Human Resources” visit “Current Openings” link to view the openings available.
7. Please read the advertisement notice carefully, candidates are advised to self-check their eligibility against the recruitment posts.
8. Click on the respective link under “Apply Now” to submit the application online.
9. Registration process contain 3 stages 1) Personal details 2) Educational details and 3) Payment details
10. If you have experience, please select “Experienced” else “Management Trainee” from the dropdown control against “Type of post”.
11. Candidates are advised to use the SAVE (button) option to avoid the loss of data or SUBMIT button to finally submit the application. Verify the filled data carefully before submitting, once submitted you’re NOT allowed to Edit / modify the application.
12. After successful completion of all the stages you will receive a confirmation message.
13. Candidates who have chosen SAVE (button) option are allowed to SUBMIT the application using **Edit Application** option at a later time before the closing date.
14. You will receive a confirmation e mail with the Registration ID and a link to view your submitted application form.
15. Candidates are also advised to check their SPAM if he email does not reach inbox.
16. Take a print-out (Hard copy) of the filled Online Application for future reference.
17. Keep your DOB and Registration ID confidential.

**EXPERIENCE DETAILS**

**Annexure – I**

Please describe briefly here how your experience is relevant to the post applied for: -

<b>Sl. No.</b>	<b>Name of the Organisation</b>	<b>Designation</b>	<b>Nature of Duties</b>	<b>No. of years</b>	<b>Salary/CTC</b>

**Note: Candidates are advised to furnish the experience certificate clearly mentioning job profile/nature of duties undertaken in the organisation as indicated above.**