

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

(A Government of India Undertaking)

*[Eighty years of Service to the Nation]*

**ADVT NO.HR/ES(O)/0102/01/2021 Dated 23 Jun 2021**

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	General Manager (HR) (E7)	01/2021/GM01	01	UR
2	Additional General Manager (HR) (E6)	01/2021/AGM01	01	OBC
3	Deputy General Manager (Technical) (E5)	01/2021/DGM01	02	01-UR; 01-SC
4	Deputy General Manager (Finance) (E5)	01/2021/DGM02	01	01-UR
5	Senior Manager (Technical) (E4)	01/2021/SM01	04	02-OBC; 01-SC; 01-ST
6	Manager (Technical) (E3)	01/2021/MGR01	07	04-UR; 01-EWS; 01-OBC; 01-ST
7	Manager (Finance) (E3)	01/2021/MGR02	01	UR
8	Deputy Manager (Finance) (E2)	01/2021/DM01	01	OBC

**On Fixed Term Contract basis FTC:**

<b>S.No.</b>	<b>Name of the Post (Grade)</b>	<b>Post Code</b>	<b>No. of posts</b>	<b>Reservation</b>
1	Dy. Chief Project Officer (Infrastructure Augmentation) FTC	01/2021/DGMC01	01	UR
2	Dy. Chief Project Officer (SAP Basis Consultant with HANA) FTC	01/2021/DGMC02	01	UR
3	Project Manager ( SAP ABAP developer on HANA) FTC	01/2021/MGRC01	01	UR
4	Dy. Project Officer (Hull) [Shipwright trade] FTC	01/2021/DMC01	06	UR-03; EWS-01; OBC-02
5	Dy. Project Officer (Submarine Technical) FTC	01/2021/DMC02	14	UR-06; EWS-02; OBC-03; SC-02; ST-01
6	Dy. Project Officer (IN Ships Technical) FTC	01/2021/DMC03	08	UR-03; EWS-01; OBC-02; SC-01; ST-01

**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	Sr. Consultant (Technical) - Mumbai	01/2021/CON01	01
2	Sr. Consultant (Infrastructure Augmentation)	01/2021/CON02	01
3	Sr. Consultant (EKM Planning & Submarine Project Management)	01/2021/CON03	01
4	Consultant (EKM Planning & Submarine Project Management)	01/2021/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>23 Jun 2021 From 1000 hrs</b>
Last date for ONLINE submission of application for all posts (Once submitted editing is not allowed).	<b>20 Jul 2021 Upto 1700 hrs – For permanent posts 10 Aug 2021 Upto 1700hrs – For Fixed Term Contract basis FTC 30 Aug 2021 Upto 1700hrs – For Consultant on Fixed Term Contract basis</b>
Last date for receipt of copy of the printed Online Application along with mandatory enclosures by Post / Courier	<b>30 Jul 2021 Upto 1700 hrs – For permanent posts 20 Aug 2021 Upto 1700hrs – For Fixed Term Contract basis FTC 10 Sep 2021 Upto 1700hrs - For Consultant on Fixed Term Contract basis</b>

1. On Permanent Absorption basis:

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 20 Jul 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 20 Jul 2021
1	General Manager (E7)	Rs. 1,00,000 - 2,60,000 (E7)  CTC is shown in the table below	50 Yrs.	HR 01 post (UR)	<p><b><u>Essential:</u></b></p> <p>(a) Full time Graduate in any discipline with not less than 50% marks and</p> <p>(b) Two years full time post graduate degree / diploma in Management with specialization in HR/ Personnel Management/ Industrial Relations from any recognized University or Institute registered with AICTE with not less than 50% marks.</p> <p><b><u>Desirable:</u></b></p> <p>Degree in Law</p>	<p><b><u>Essential:</u></b></p> <p>(a) <b>Experience:</b> (i) The candidate should have at least 20 years of post-qualification experience in Public Sector Undertakings or large and reputed Private Companies (minimum annual turnover of Rs 100 Cr) in various aspects of Human Resource Management and Industrial Relations.</p> <p><b><u>(b) Lower Grade Experience:</u></b> <b>(i) Candidates from Govt. / PSUs:</b> Should have minimum 3 years' experience in immediate lower grade in pay scale of IDA-Rs. 36,600- 62000 (2007) IDA-Rs.90,000 – 2,40,000 (2017); CDA/Govt : Rs. 37400-67000 Grade Pay Rs.8700/- (6th CPC Pay matrix)/ Pay level 13 of 7th CPC</p> <p><b><u>(ii) Candidates from Private Sector:</u></b> The candidate should have cumulative experience of at least 5 years during the last ten years at Senior level in organizations of repute have minimum annual turnover of Rs 100 Cr and drawing present CTC of Rs.22 lakhs per annum or above. Should have been holding the position not more than two levels below the board or three levels below the Managing Director.</p> <p><b><u>Desirable Skills:</u></b> Working knowledge of Telugu. Working Knowledge in ERP like SAP/Oracle etc.</p>

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 20 Jul 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 20 Jul 2021
2	Additional General Manager (E6)	Rs. 90,000 - 2,40,000 (E6)  CTC is shown in the table below	48 Yrs.	HR 01 post (OBC)	<p><b><u>Essential:</u></b></p> <p>(a) Full time Graduate in any discipline with not less than 50% marks and</p> <p>(b) Two years full time post graduate degree / diploma in Management with specialization in HR/ Personnel Management/ Industrial Relations from any recognized University or Institute registered with AICTE with not less than 50% marks.</p> <p><b><u>Desirable:</u></b></p> <p>Degree in Law</p>	<p><b><u>Essential:</u></b></p> <p><b><u>(a) Experience:</u></b> (i) The candidate should have at least 16 years of post-qualification experience in Public Sector Undertakings or large and reputed Private Companies (minimum annual turnover of Rs 100 Cr) in various aspects of Human Resource Management and Industrial Relations.</p> <p><b><u>(b) Lower Grade Experience:</u></b> <b><u>(i) Candidates from Govt. / PSUs:</u></b> Should have minimum 3 years' experience in immediate lower grade of IDA-Rs. 32,900- 58,000 (2007); Rs. 80,000 – 2,20,000 (2017); CDA/Govt : Rs. 37400-67000(PB4)GP Rs.8700/- (6CPC) or pay level 12 of 7th CPC Pay matrix.</p> <p><b><u>(ii) Candidates from Private Sector:</u></b> The candidate should have cumulative experience of at least 3 years during the last 5 years at Senior level in organizations of repute have minimum annual turnover of Rs 100 Cr and drawing present CTC of Rs.19 lakhs per annum or above. Should have been holding the position not more than two levels below the board or three levels below the Managing Director.</p> <p><b><u>Desirable Skills:</u></b> Working knowledge of Telugu. Working Knowledge in ERP like SAP and Oracle etc.</p>

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 20 Jul 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 20 Jul 2021
3	Deputy General Manager (E-5)	Rs. 80,000 - 2,20,000 (E5)  CTC is shown in the table below	45 Yrs.	Technical 02 posts [01-UR; 01-SC]	<p><b>Essential:</b> Full time Engineering Graduate with not less than 50% marks in Mechanical/ Electrical/ Naval Architecture disciplines from any recognised University or Institute registered with AICTE.</p> <p><b>Desirable:</b> Post-Graduation in Engineering / Management</p>	<p><b>Essential:</b></p> <p><b>(a) Experience:</b> (i) The candidate should have at least 15 years of post-qualification (from completion of essential qualification which is Graduation) experience in Public Sector Undertakings or large and reputed Private Companies (minimum annual turnover of Rs 100 Cr). (ii) Should have experience in Naval Ship machinery installation and/or Overseeing / Naval Ship Design / construction and Repairs of Ships / Submarines (iii) Should have worked for at least 05 years in Naval Design Organisations (for Naval Architecture candidates)</p> <p><b>(b) Lower Grade Experience:</b> <b>(i) Candidates from Govt. / PSUs:</b> Should have minimum 3 years' experience in immediate lower grade of IDA-Rs. 29,100- 54,500 (2007) Rs. 70,000 – 2,00,000 (2017) CDA/Govt Rs. 15600-39100(PB3) GP Rs.7600/- (6<sup>th</sup> CPC) or pay level 12 of 7th CPC Pay matrix.</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.17 lakhs per annum or above.</p>

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 20 Jul 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 20 Jul 2021
4	Deputy General Manager (E-5)	Rs. 80,000 - 2,20,000 (E5)  CTC is shown in the table below	45 Yrs.	Finance 01 post (UR)	<p><b><u>Essential:</u></b></p> <p>(a) Full time Graduate in any discipline with not less than 50% marks and</p> <p>(b) Qualified/ pass the final examination of Institute of Chartered Accountants of India or Institute of Cost &amp; Works Accounts of India with not less than 50% marks</p> <p><b><u>Desirable:</u></b></p> <p>MBA (Finance)</p>	<p><b><u>Essential:</u></b></p> <p><b><u>(a) Experience:</u></b></p> <p>(i) Minimum 15 years post qualification experience in dealing with Accounts and Financial Management, Audit, budgeting, Taxation, preparation of financial statement and other financial issues in Public Sector Undertakings or large and reputed Private Companies (minimum annual turnover of Rs 100 Cr)</p> <p>(ii) The candidate should have knowledge and exposure in dealing with Government regulatory bodies, Income Tax &amp; other taxation authorities, banks and financial institutions.</p> <p><b><u>(b) Lower Grade Experience:</u></b></p> <p><b><u>(i) Candidates from Govt. / PSUs:</u></b> Should have minimum 3 years' experience in immediate lower grade of IDA-Rs. 29,100- 54,500 (2007) Rs. 70,000 – 2,00,000 (2017) CDA/Govt Rs. 15600-39100(PB3) GP Rs.7600/- (6<sup>th</sup> CPC) or pay level 12 of 7th CPC Pay matrix.</p> <p><b><u>(ii) Candidates from Private Sector:</u></b> The candidate should be working in organizations of repute with minimum annual turnover of Rs 100 Cr and drawing present CTC of Rs.17 lakhs per annum or above.</p> <p><b><u>Desirable Skills:</u></b> Working Knowledge in ERP like SAP/Oracle etc.</p>

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 20 Jul 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 20 Jul 2021
5	Senior Manager (E4)	Rs. 70,000 - 2,00,000 (E4)  CTC is shown in the table below	42 Yrs.	Technical 04 posts [02-OBC; 01-SC; 01-ST]	<b>Essential:</b> Full time Engineering Graduate with not less than 50% marks in Mechanical/ Electrical/ Naval Architecture disciplines from any recognised University or Institute registered with AICTE.	<b>Essential:</b> <b>(a) Experience:</b> (i) The candidate should have at least 12 years of post-qualification (from completion of essential qualification which is Graduation) experience in Public Sector Undertakings or large and reputed Private Companies (minimum annual turnover of Rs 100 Cr). (ii) Should have experience in Naval Ship machinery installation and/or Overseeing/Naval Ship/Submarine Design/Construction/operation/Repair <b>(b) Lower Grade Experience:</b> <b>(i) Candidates from Govt. / PSUs:</b> Should have minimum 3 years' experience in immediate lower grade of IDA-Rs. 24,900 - 50,500(2007) Rs. 60,000 – 1,80,000 (2017) CDA/Govt Rs. 15600-39100 (PB3) GP Rs.6600/- (6 <sup>th</sup> CPC) or pay level 11 of 7th CPC Pay matrix. <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.14 lakhs per annum.

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 20 Jul 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 20 Jul 2021
6	Manager (E3)	Rs. 60,000-1,80,000/- (E3)  CTC is shown in the table below	40 Yrs	Technical  07 posts (04-UR; 01-EWS; 01-OBC; 01-ST)	<p><b>Essential:</b> Full time Engineering Graduate with not less than 50% marks in Mechanical/ Electronics/Electrical/Naval Architecture disciplines from any recognised University or Institute registered with AICTE.</p> <p><b>Desirable:</b> Post-graduation in relevant discipline</p>	<p><b>Essential:</b></p> <p><b>(a) Experience:</b></p> <p>(i) Should have at least 09 years of post-qualification experience (from completion of essential qualification which is Graduation) in Public Sector Undertakings or in large and reputed Private Companies.</p> <p>(ii) Should have experience in Naval Ship machinery installation and/or Overseeing or Naval Ship/Submarine Design/operation/Repair.</p> <p><b>(b) Lower Grade Experience:</b></p> <p><b>(i) Candidates from Govt. / PSUs:</b> Should have minimum 3 years' experience in immediate lower grade of IDA-PSU - Rs. 20,600-46,500 (2nd PRC); Rs.50,000 – 1,60,000 (3rd PRC) CDA/Govt. : Rs. 15,600-39100, (PB3)Grade Pay Rs.6600/- (6th Pay Matrix); Pay level 11 of 7th CPC Pay matrix.</p> <p><b>(ii) Candidates from Private Sector:</b> Minimum 3 years' experience in reputed organization/s with annual turnover of at least 100 crores and drawing present CTC of Rs. 12 lakhs PA or above.</p>



S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 20 Jul 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 20 Jul 2021
7	Manager (E3)	Rs. 60,000-1,80,000/- (E3)  CTC is shown in the table below	40 Yrs	Finance  01 post (UR)	<p><b><u>Essential:</u></b></p> <p>(a) Full time Graduate in any discipline with not less than 50% marks and</p> <p>(b) Qualified/ pass the final examination of Institute of Chartered Accountants of India or Institute of Cost &amp; Works Accounts of India with not less than 50% marks</p> <p><b><u>Desirable:</u></b></p> <p>MBA (Finance)</p>	<p><b><u>Essential:</u></b></p> <p><b>(a) Experience:</b></p> <p>Minimum 09 years post qualification experience in Public Sector Undertakings or in large and reputed Private Companies with at least 4-5 years in contract management.</p> <p>The candidate should have a good understanding of tendering process, contract management, taxation (especially with reference to international contracts), CVC guidelines, and negotiation skills. She/he should also be familiar with Govt. rules and regulations, as applicable to Central Public Sector Enterprises.</p> <p><b>(b) Lower Grade Experience:</b></p> <p><b>(i) Candidates from Govt. / PSUs:</b></p> <p>Should have minimum 3 years' experience in immediate lower grade of IDA-PSU - Rs. 20,600-46,500 (2nd PRC); Rs.50,000 – 1,60,000 (3rd PRC) CDA/Govt. : Rs. 15,600-39100, (PB3)Grade Pay Rs.6600/- (6th Pay Matrix); Pay level 11 of 7th CPC Pay matrix.</p> <p><b>(ii) Candidates from Private Sector:</b></p> <p>Minimum 3 years' experience in reputed organization/s with annual turnover of at least 100 crores and drawing present CTC of Rs.12 lakhs PA or above.</p>

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 20 Jul 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 20 Jul 2021
8	Deputy Manager (E2)	Rs. 50,000-1,60,000/- (E2)  CTC is shown in the table below	35 Yrs	Finance  01 post (OBC)	<p><b><u>Essential:</u></b></p> <p>(a) Full time Graduate in any discipline with not less than 50% marks and</p> <p>(b) Qualified/ pass the final examination of Institute of Chartered Accountants of India or Institute of Cost &amp; Works Accounts of India with not less than 50% marks</p> <p><b><u>Desirable:</u></b></p> <p>MBA (Finance)</p>	<p><b><u>Essential:</u></b></p> <p><b>(a) Experience:</b></p> <p>Minimum 05 years post qualification experience in Finance Department in any Public Sector Undertakings or in large and reputed Private Companies.</p> <p>The candidate should be well versed with costing, budgeting, accounts receivable, accounts payable, bank reconciliation, direct and indirect taxation, consolidation of the books of accounts, dealing with internal and statutory auditors. He/she should also be familiar with Govt. rules and regulations as applicable to Central Public Sector Enterprises.</p> <p><b>(b) Lower Grade Experience:</b></p> <p><b>(i) Candidates from Govt. / PSUs:</b></p> <p>Should have minimum 3 years' experience in immediate lower grade of IDA-PSU - Rs. 16,400-40,500 (2nd PRC); Rs. 40,000 – 1,40,000 (3rd PRC); CDA/Govt.: Rs. 15,600-39100, (PB3) Grade Pay Rs.5400/- (6th Pay Matrix); Pay level 10 of 7th CPC Pay matrix.</p> <p><b>(ii) Candidates from Private Sector:</b></p> <p>Minimum 3 years' experience in reputed organization/s with annual turnover of at least 100 crores and drawing present CTC of Rs.9 lakhs PA or above.</p>

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

- (i) In addition to Basic Pay, the officers (regular) are presently eligible for Industrial DA as applicable, HRA @ of 16% of Basic pay, Perks up to 27 % of Basic Pay (under cafeteria approach), Contributory Provident Fund Scheme, Reimbursement of Medical expenses, Leave encashment, Subsidized Lunch etc. as admissible by GoI orders.
- (ii) Table below indicates the CTC at the minimum of scale as on date:

Grade	Pay scale	Annual CTC (approx.)
E7	Rs. 1,00,000 - 2,60,000/-	Rs. 24.36 lakhs per annum
E6	Rs. 90,000 - 2,40,000/-	Rs. 21.95 lakhs per annum
E5	Rs. 80,000 - 2,20,000/-	Rs. 19.53 lakhs per annum
E4	Rs. 70,000 - 2,00,000	Rs. 17.12 lakhs per annum
E3	Rs. 60,000-1,80,000/-	Rs. 14.71 lakhs per annum
E2	Rs.50,000-1,60,000/-	Rs. 13.03 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. 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 should be issued in the current year. 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.
- (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.

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

- (i) Candidates from Private Sector Companies will be considered subject to their present CTC as indicated in the above table and also the company's annual turnover should be at least 100 crores. Candidates are required to furnish the proof for the same.
- (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 will not be interviewed and accordingly no TA will be paid.
- (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) The selection process shall be held at Hindustan Shipyard Limited, Visakhapatnam or Group Discussion and/or interviews 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 10 times of published vacancies. Candidates will be shortlisted based on the following criteria:
  - (a) Percentage of the marks secured in essential qualifying examination – 70% weightage
  - (b) Desirable qualification/ additional relevant qualification – 15% weightage
  - (c) Relevant essential experience – 15% weightageDecision of management in shortlisting the candidates shall be final.
- (iii) **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
- (iv) 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.
- (ii) Latest reservation category certificate is required by interview date.

**2. On fixed term contract basis:**

S No.	Name of the post (Grade)	Consolidated pay	Max. Age As on 10 Aug 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 10 Aug 2021
1	<p>Dy. Chief Project Officer (Infrastructure Augmentation)</p> <p><i>(Contract basis)</i></p> <p>on fixed term contract basis for 03 years extendable to another term of one year subject to requirement and satisfactory performance</p>	<p>Rs. 80,000/- PM (Negotiable)</p> <p>For other benefits- refer the detailed advertisement.</p>	45 Yrs.	<p>Civil</p> <p>01 Post [UR]</p>	<p><b><u>Essential:</u></b></p> <p>Full-time Engineering Graduate degree in Civil/ Civil &amp; Structural Engineering discipline with not less than 50% marks from a recognized university / AICTE approved institution</p> <p><b><u>Desirable:</u></b></p> <p>M.Tech in Structures/ Construction Management/ Marine Works</p>	<p><b><u>Essential:</u></b></p> <p><b>(a) Experience:</b></p> <p>(i) The candidate should have at least 15 years of post-qualification experience (from date of completion of Essential Qualification which is Graduation) in Public Sector Undertakings or large and reputed Private Companies (minimum annual turnover of Rs 100 Cr).</p> <p>(ii) Should have minimum 3 years of experience in maintenance of civil structure and execution of civil works in marine environment, shipyards / shipyards construction.</p> <p><b>(b) Candidates from Private Sector:</b></p> <p>The candidate should be working in organizations of repute with minimum annual turnover of Rs 100 Cr</p>

S No.	Name of the post (Grade)	Consolidated pay	Max. Age As on 10 Aug 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 10 Aug 2021
2	Dy. Chief Project Officer (Contract basis)  On fixed term contract basis for 03 years extendable up to one-year subject to requirement and satisfactory performance	Rs. 80,000/- PM (Negotiable)  For other benefits-refer the detailed advertisement.	45 Yrs	SAP Basis Consultant with HANA  01 post (UR)	<b>Essential:</b>  Full-time BE/ B.Tech. in any discipline/ M. Sc. (IT/CS)/ MCA with not less than 50% marks from a recognized university / AICTE approved institution	<b>Essential:</b>  <b>Experience:</b> (i) Candidate should have minimum 15 years post-qualification experience in ERP (ii) Adequate Experience as Technical SAP Net Weaver Consultant (ABAP and Java administration)  <b>Candidates from Private Sector:</b>  The candidate should be working in organizations of repute with minimum annual turnover of Rs 100 Cr
3	Project Manager (Contract basis)  On fixed term contract basis for 03 years extendable up to one year subject to requirement and satisfactory performance	Rs. 60,000/- PM (Negotiable)  For other benefits-refer the detailed advertisement.	40 Yrs	SAP ABAP developer on HANA  01 post (UR)	<b>Essential:</b>  Full-time BE/ B.Tech. in any discipline/ M. Sc. (IT/CS)/ MCA with not less than 50% marks from a recognized university / AICTE approved institution	<b>Essential:</b>  <b>Experience:</b> i) Candidate should have minimum 09 years of post-qualification experience in ERP  <b>Candidates from Private Sector:</b>  The candidate should be working in organizations of repute with minimum annual turnover of Rs 100 Cr

S No.	Name of the post (Grade)	Consolidated pay	Max. Age As on 10 Aug 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 10 Aug 2021
4	<p>Project Officer (Contract basis)</p> <p>On fixed term contract basis for 03 years extendable up to one more year subject to requirement and satisfactory performance</p>	<p>Rs. 50,000/- PM (Negotiable)</p> <p>For other benefits- refer the detailed advertisement.</p>	35 Yrs	<p>Hull (Shipwright Trade)</p> <p>06 posts [UR-03; EWS-01; OBC-02]</p>	<p><b>Essential:</b></p> <p>Engineering degree / Diploma in Mechanical/ Shipwright &amp; Equivalent</p>	<p><b>Essential:</b></p> <p>Minimum 05 years' post qualification experience of working on Construction / Refits / Repairs of Indian Naval Ships / Submarines especially Hull, tanks, painting and blasting and outfitting.</p> <p><b>Desirable:</b></p> <p>SWA (Ex Indian Navy)</p>
5	<p>Project Officer (Contract basis)</p> <p>On fixed term contract basis for 03 years extendable up to one more year subject to requirement and satisfactory performance</p>	<p>Rs. 50,000/- PM (Negotiable)</p> <p>For other benefits- refer the detailed advertisement.</p>	35 Yrs	<p>Submarine Technical</p> <p>14 posts [UR-06; EWS-02; OBC-03; SC-02; ST-01]</p>	<p><b>Essential:</b></p> <p>Engineering degree / Diploma in Mechanical/ Electrical/ Electronics &amp; Equivalent</p>	<p><b>Essential:</b></p> <p>Minimum 05 years' post qualification experience in Operation/ Maintenance/ Construction/ Repair of Naval Submarines.</p> <p><b>Desirable:</b></p> <p>ERA / MECH/ELP (Ex Indian Navy)</p>

S No.	Name of the post (Grade)	Consolidated pay	Max. Age As on 10 Aug 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 10 Aug 2021
6	Project Officer <i>(Contract basis)</i>  On fixed term contract basis for 03 years extendable up to one more year subject to requirement and satisfactory performance	Rs. 50,000/- PM (Negotiable)  For other benefits- refer the detailed advertisement.	35 Yrs	Ship Technical  08 posts [UR-03; EWS-01; OBC-02; SC-01; ST-01]	<u>Essential:</u> Engineering degree / Diploma in Mechanical/ Electrical/ Electronics & Equivalent from premier institute	<u>Essential:</u> Minimum 05 years' post qualification experience in Operation/ Maintenance/ Construction/ Repair of Naval Ships.  <u>Desirable:</u> ERA / MECH/ EAP/ EAR (Ex Indian Navy)



#### **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.
- (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

**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 later) certificate by the competent authority should be issued in the current year.
- (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.

**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 or 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 10 times of published vacancies. Candidates will be shortlisted based on the following criteria:
  - (a) Percentage of the marks secured in essential qualifying examination – 70% weightage
  - (b) Desirable qualification/ additional relevant qualification – 15% weightage
  - (c) Relevant essential experience – 15% weightageDecision of management in shortlisting the candidates shall be final.

**(iii) Percentage of marks should be calculated in the following way:**

-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

(iv) 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.

(iii) Latest reservation category certificate is required by interview date.

**Consultants on fixed term contract basis:**

S No.	Name of the post (Grade)	Remuneration	Max. Age As on 30 Aug 2021	Discipline & No. of posts	Qualification	Professional experience as on 30 Aug 2021
1	<p>Senior Consultant (Mumbai) <i>(Contract basis)</i></p> <p>on fixed term contract basis for 03 years extendable to another term of one-year subject to requirement and satisfactory performance.</p>	Rs.1,10,000/- PM	57 Yrs.	Technical  01 Post	<p><b><u>Essential:</u></b></p> <p>Full time Engineering Graduate degree in Mechanical discipline with not less than 50% marks from a recognized university / AICTE</p>	<p><b><u>Experience:</u></b></p> <p><b>(a) <u>Essential:</u></b></p> <p>(i) The candidate should have at least 20 years of post-qualification experience (from date of completion of essential qualification which is Graduation) in Public Sector Undertakings or Indian Navy or large and reputed Private Companies (minimum annual turnover of Rs 100 Cr).</p> <p>(ii) Should have experience in Naval Ship machinery installation and/or Overseeing / Naval Ship building / Naval Ship Design / Naval Ship operation &amp; Repair.</p> <p>(iii) Should have minimum 5 years of experience in dealing with vendors, participated in FATs of equipment in India/ Abroad</p> <p>(iv) Should be based in Mumbai/Pune and should be able to work remotely and travel around for a maximum of 12 days / month</p> <p><b>(b) <u>Desirable:</u></b></p> <ul style="list-style-type: none"> <li>- Should be able to travel around Maharashtra, Gujarat, Northern &amp; Western India to interact with vendors and expedite delivery of orders of HSL</li> <li>- Should represent HSL and interact with Government/ Private agencies in Mumbai</li> </ul> <p><b>(c) <u>Candidates from Private Sector:</u></b></p> <p>The candidate should be working in organizations of repute with minimum annual turnover of Rs 100 Cr</p>

S No.	Name of the post (Grade)	Remuneration	Max. Age As on 30 Aug 2021	Discipline & No. of posts	Qualification	Professional experience as on 30 Aug 2021
2	Senior Consultant (Infrastructure Augmentation)  <i>(Contract basis)</i>  on fixed term contract basis for 03 years extendable to another term of one-year subject to requirement and satisfactory performance.	Rs.1,10,000 PM	59 Yrs.	Technical  01 Post	<u>Essential:</u>  Full-time Engineering Graduate degree in Mechanical / Marine/ Civil Engineering discipline with not less than 50% marks from a recognized university / AICTE approved institution	<u>Essential:</u>  <b>(a) Experience:</b> (i) The candidate should have at least 20 years of post-qualification experience (from date of completion of Essential Qualification which is Graduation) in Public Sector Undertakings or large and reputed Private Companies (minimum annual turnover of Rs 100 Cr). (ii) Should have 05 years of project experience in planning/ execution and implementation of marine works (iii) Should have in-depth knowledge of selection of equipment for infrastructure augmentation in shipyards / dockyards (iv) To be available at site for a minimum of 18 days / month and balance Off site through email/VC  <b>(b) Candidates from Private Sector:</b> The candidate should be working in organizations of repute with minimum annual turnover of Rs 100 Cr  <u>Desirable:</u>  Candidates with previous experience in slipway execution will be given preference.

S No.	Name of the post (Grade)	Remuneration	Max. Age As on 30 Aug 2021	Discipline & No. of posts	Qualification	Professional experience as on 30 Aug 2021
3	<p>Senior Consultant</p> <p>On fixed term contract basis for 03 years extendable up to one-year subject to requirement and satisfactory performance.</p>	Rs. 1,10,000/- PM	57 years	<p>Submarine Projects</p> <p>01 post</p>	<p><b>Essential:</b></p> <p>Full-time Engineering Graduate degree in Mechanical/ Electrical/ Electronics/ Engineering with not less than 50% marks from a recognized university / AICTE approved institution</p>	<p><b>Essential:</b></p> <p>(i) Post qualification experience of 20 years' in Operation &amp; Maintenance of Submarine, Executing &amp; Monitoring – Normal Refit/ Medium Refit of EKM Submarine</p> <p>(ii) To be available at site (Visakhapatnam) for minimum 12 days per month</p> <p>(iii) To be available off site (Place of Residence of Consultant) for Liaison work / email/VC) as required for Balance working days</p> <p><b>Desired skills:</b></p> <p>(i) Should have minimum 6 months of experience in Russia and experience in Costing/ Negotiation on EKM refit with Shipyard/ Russians</p> <p>(ii) Soft Skills – Project Planning &amp; Coordination</p>

S No.	Name of the post (Grade)	Remuneration	Max. Age As on 30 Aug 2021	Discipline/ Reservation & No. of posts	Professional experience as on 30 Aug 2021
4	Consultant  On fixed term contract basis for 02 years extendable up to one-year subject to requirement and satisfactory performance.	Rs. 80,000/- PM	62 years	Submarine Refit consultant  01 post	<p><b><u>Essential:</u></b></p> <ul style="list-style-type: none"> <li>(i) Experience of at least 15 years in EKM Submarine Refit Planning</li> <li>(ii) Should have experience in planning/ project monitoring of at least three Normal Refit and two Medium Refit of EKM Submarine</li> <li>(iii) Should have witnessed/ offered Trials of EKM Submarines for 10 refits</li> <li>(iv) Should have served in Executive post (Group A / B) in Government organisations for last three years.</li> <li>(v) To be available at site for minimum of 20 days per month and remaining period consultancy through email / VC off site</li> <li>(vi) Should have minimum 6 months of experience in Russia</li> </ul> <p><b><u>Desired skills:</u></b></p> <p>Soft Skills – Project Planning &amp; Coordination on MS Project</p>

**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.

**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 or 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.

**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 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. 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.
- x. The Management reserves the right to create and operate a panel of shortlisted candidates.
- xi. 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.
- xii. 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.
- xiii. The Management reserves the right to Increase or decrease the number of posts or consider for lower posts/grades to meet the organizational requirement.
- xiv. Out-station Candidates (for regular posts) called for interview for the posts at S. No. 1 to 5 will be paid to and fro 1<sup>st</sup>AC train fare by shortest route and for the posts at S. No. 6 to 8 will be paid to and 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.
- xv. **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.**
- xvi. 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 also state briefly as to 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>