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गार्डेन रीच शिपबिल्डर्स एण्ड इंजिनियर्स लिमिटेड

Garden Reach Shipbuilders & Engineers Limited

(भारत सरकार का उपक्रम)

(A Govt. of India Undertaking)

रक्षा मंत्रालय

Ministry of Defence

43/46 गार्डेन रीच रोड, कोलकाता-700024 43/46 Garden Reach Road, Kolkata - 700024

(EMPLOYMENT NOTIFICATION NO. OS: 01/15)
(DETAILED ADVERTISEMENT)

GRSE Ltd. is one of the premier Defence Shipyards enjoying the Mini Ratna, Category – I status and effectively contributing to the defence preparedness of the country by building different sophisticated and state-of-the-art warships. The Company invites applications from talented and energetic Indian Nationals for the following posts in various disciplines:

Opening Date for Online registration : 22 April 2015
Closing Date for Online registration : 06 May 2015

<u>Name of Post (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Apr 2015</u>	<u>Field (Category - No. of Vacancies)</u>	<u>Minimum Qualification</u>	<u>Minimum Post Qualification Experience as on 01 Apr 2015</u>
General Manager (E-7)	43200-3%-66000	52 yrs.	Naval Construction-02 (UR-02)	Engineering Graduate or equivalent in Naval Architecture / Civil discipline. (For detailed Qualification grouping, please refer Note - ii)	22 years' relevant experience in ship building / ship design organization preferably in warship design out of which 2 years in immediate lower grade. (For details refer Note - xix & xx) Naval officers of the rank of Commodore / Captain drawing Commodores rank pay or equivalent rank of officers from other Defence forces fulfilling the eligibility criteria may also apply.
General Manager (E-7)	43200-3%-66000	52 yrs.	Technical-03 (UR-01, OBC-01 & SC-01)	Engineering Graduate or equivalent in Mechanical / Electrical discipline. (For detailed Qualification grouping, please refer Note - ii)	22 years' relevant experience in ship building / ship repair organization preferably in warship building out of which 2 years in immediate lower grade. (For details refer Note - xix & xx) Naval officers of the rank of Commodore / Captain drawing Commodores rank pay or equivalent rank of officers from other Defence forces fulfilling the eligibility criteria may also apply.

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General Manager (E-7)	43200-3%-66000	52 yrs.	Human Resource - 01 (UR-01)	Graduate with 02 years full time MBA / PG Degree / PG Diploma in Human Resource Management/ Personnel Management/ Industrial Relations/ Social Work/ Labour Welfare discipline.	22 years' experience in handling different HR matters i.e. IR, Contract labours, Welfare, Establishment, Statutory Compliances, CSR, Security etc., out of which 2 years in immediate lower grade. (For details refer Note - xix & xx)
General Manager (E-7)	43200-3%-66000	52 yrs.	Material-01 (UR-01)	Engineering Graduate or equivalent in Mechanical / Production / Electrical / Electronics / Naval Architecture discipline. MBA / PG Diploma in Material Management / Supply Chain / Operations / Logistics Management will be preferred. (For detailed Qualification grouping, please refer Note - ii)	22 years' experience including minimum 5 years in Material Management / Contract Management. Out of total experience 2 years should be in immediate lower grade. (For details refer Note - xix & xx) Naval officers of the rank of Commodore / Captain drawing Commodores rank pay or equivalent rank of officers from other Defence forces fulfilling the eligibility criteria may also apply.
Addl. General Manager (E-6)	36600-3%-62000	50 yrs	Material-01 (OBC-01)	Engineering Graduate or equivalent in Mechanical / Production / Electrical / Electronics / Naval Architecture discipline. MBA / PG Diploma in Material Management / Supply Chain / Operations / Logistics Management will be preferred. (For detailed Qualification grouping, please refer Note - ii)	20 years' experience including minimum 5 years in Material Management / Import Management. Out of total experience 2 years should be in immediate lower grade. (For details refer Note - xix & xx) Captain in Indian Navy or equivalent rank of officers from other Defence forces fulfilling the eligibility criteria may also apply. Captain (TS) in Navy and Commander with requisite seniority meeting the experience and qualification criteria are also eligible.
Deputy General Manager (E-5)	32900-3%-58000	48 yrs	Technical-05 (UR-04 & SC-01)	Engineering Graduate or equivalent in Mechanical / Production / Electrical / Electronics / Naval Architecture / Civil discipline. (For detailed Qualification grouping, please refer Note - ii)	15 years relevant experience in reputed large organization preferably in shipbuilding / ship repair out of which 2 years in immediate lower grade. (For details refer Note - xix & xx) Commanders or equivalent rank of officers from Defence forces fulfilling the eligibility criteria may also apply.

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Deputy General Manager (E-5)	32900-3%-58000	48 yrs	Material-01 (SC-01)	Engineering Graduate or equivalent in Mechanical / Production / Electrical / Electronics / Naval Architecture discipline. MBA / PG Diploma in Material Management / Supply Chain / Operations / Logistics Management will be preferred. (For detailed Qualification grouping, please refer Note - ii)	15 years' experience including minimum 5 years in Material Management / Import Management. Out of total experience, 2 years should be in immediate lower grade. (For details refer Note - xix & xx) Commanders or equivalent rank of officers from Defence forces fulfilling the eligibility criteria may also apply.
Deputy General Manager (E-5)	32900-3%-58000	48 yrs	Human Resource-01 (ST-01)	Graduate with 02 years full time MBA / PG Degree / PG Diploma in Human Resource Management/ Personnel Management/ Industrial Relations/ Social Work/ Labour Welfare discipline.	15 years' experience in handling different HR matters including IR, Contract labours etc., out of which 2 years in immediate lower grade. (For details refer Note - xix & xx)
Senior Manager (E-4)	29100-3%-54500	45 yrs.	Dock-01 (UR-01)	Graduate degree with Master Home Trade (Coastal) Certificate of Competency with 1 st Class Inland Master Or Graduate with Inland Master Certificate of Competency issued by MMD, Kolkata	11 years' experience on board ship as In-charge of the vessel after obtaining Certificate of Competency and Graduate degree out of which 2 years in immediate lower grade. (For details refer Note - xix & xx) Naval officers of Lieutenant Commanders or officers of equivalent rank from other Defence forces fulfilling the eligibility criteria may also apply.

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Senior Manager (E-4)	29100-3%-54500	45 yrs.	Material-01 (SC-01)	Engineering Graduate or equivalent in Mechanical / Production / Electrical / Electronics / Naval Architecture discipline. MBA / PG Diploma in Material Management / Supply Chain / Operations / Logistics Management will be preferred. (For detailed Qualification grouping, please refer Note - ii)	11 years' experience including minimum 5 years in Material Management / Import Management, out of which 2 years in immediate lower grade. (For details refer Note - xix & xx) Or Master Degree in Engineering in concerned discipline with 9 years similar experience including minimum 5 years in Material Management out of which 2 years in immediate lower grade. Naval officers of Lieutenant Commanders or officers of equivalent rank from other Defence forces fulfilling the eligibility criteria may also apply.
Senior Manager (E-4)	29100-3%-54500	45 yrs.	Human Resource-02 (UR-01 & OBC-01)	Graduate with 02 years full time MBA / PG Degree / PG Diploma in Human Resource Management/ Personnel Management/ Industrial Relations/ Social Work/ Labour Welfare discipline.	11 years' experience in handling different HR matters including IR, Contract labours etc., out of which 2 years in immediate lower grade. (For details refer Note - xix & xx)
Senior Manager (E-4)	29100-3%-54500	45 yrs.	Technical-02 (UR-01 & OBC-01)	Engineering Graduate or equivalent in Civil/ Mechanical/ Electrical/ Naval Architecture/ Production/ Electronics discipline preferably with post graduate degree in Naval Architecture. (For detailed Qualification grouping, please refer Note - ii)	11 years relevant experience preferably in Shipbuilding Industry / Ship Repair Industry, out of which 2 years in immediate lower grade. (For details refer Note - xix & xx) Or Master Degree in Engineering in concerned discipline with 9 years' experience preferably in Shipbuilding Industry / Ship Repair Industry out of which 2 years in immediate lower grade. Naval officers of Lieutenant Commanders or officers of equivalent rank from other Defence forces fulfilling the eligibility criteria may also apply.

<u>Name of Post (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Apr 2015</u>	<u>Field (Category - No. of Vacancies)</u>	<u>Minimum Qualification</u>	<u>Minimum Post Qualification Experience as on 01 Apr 2015</u>
Senior Manager (E-4)	29100-3%-54500	45 yrs.	Commercial & Corporate Planning (UR-01)	Engineering Graduate or equivalent in Civil / Mechanical / Electrical / Naval Architecture / Production / Electronics discipline preferably with post graduate degree / diploma in Business Management with specialization in Strategic Planning / Marketing. (For detailed Qualification grouping, please refer Note - ii)	11 years' experience including minimum 5 years in marketing / business development in large manufacturing / engineering industries out of which 2 years in immediate lower grade. (For details refer Note - xix & xx) Or Master Degree in Engineering in concerned discipline with 9 years similar experience as mentioned above out of which 2 years in immediate lower grade. Naval officers of Lieutenant Commanders or officers of equivalent rank from other Defence forces fulfilling the eligibility criteria may also apply.
Junior Manager (E-0)	12600-3%-32500	32 yrs.	Delhi Office-01 Mumbai Office-01 (UR-02)	Graduate in any discipline	08 years relevant experience in Administrative / Co-ordination / Liaison activities. Serving / Retired Master Chief Artificer I/II or Master Chief Petty Officer from Indian Navy or equivalent rank from other Defence forces may also apply.
Junior Manager (E-0)	12600-3%-32500	32 yrs.	Official Language [PH(LV)-01]	Master's degree in Hindi with English as a subject at the degree level. OR Master's degree in English with Hindi as a subject at the degree level OR Master's degree in any subject other than Hindi or English, with Hindi medium and English as subject at the degree level. OR Master's degree in any subject other than Hindi or English, with English medium and Hindi as subject at the degree level. OR Master's degree in any subject other than Hindi or English, with Hindi and English as subjects at degree level.	08 years relevant experience Serving / retired Master Chief Artificer I/II or Master Chief Petty Officer from Indian Navy or equivalent rank from other Defence forces may also apply.

SC=Scheduled Caste; ST=Scheduled Tribe; OBC=Other Backward Class; UR=Un-reserved; PH=Physically Handicapped; LV=Low Vision

NOTE :

- i. **Grouping of Engineering Degree** : BE, B Tech, Four years BSc (Engineering), AMIE
- ii. **Qualification Grouping of Engineering Degree – Technical disciplines.**
 - Mechanical : Mechanical, Mechanical & Industrial Engineering, Mechanical & Production Engineering
 - Production : Production Engineering, Production Engineering & Management, Production and Industrial Engineering, Manufacturing Technology / Engineering
 - Electrical : Electrical, Electrical & Electronics, Electrical & Instrumentation, Power Engineering
 - Naval Architecture : Naval Architecture, Ocean Engineering & Naval Architecture, Naval Architecture & Shipbuilding, Naval Architecture & Marine Engineering, Naval Architecture & Ocean Engineering.
 - Electronics : Electronics, Instrumentation, Electronics & Communication, Electronics & Telecommunication, Electronics & Instrumentation, Instrumentation & Control Engineering, Electronics & Electrical, Applied Electronics & Instrumentation, Power Electronics
 - Civil : Civil Engineering, Civil & Structural Engineering, Structural Engineering

Only the above mentioned disciplines will be considered for the recruitment process. Courses / Disciplines with equivalence to the above will not be considered.
- iii. Candidates having Master degree in engineering must possess the minimum qualification prescribed against the post.
- iv. Reservation for SC / ST / OBC / PH as applicable has been indicated against each post. However, candidates from reserved categories fulfilling eligibility criteria may also apply for the posts earmarked for UR as per Government Rules.
- v. Persons with 40% disability having handicapped certificate issued from Competent Authority can apply for the post in accordance with provision of Para 25 of DOP&T OM No. 36035/3/2004 - Estt (Per) dated 29 Dec 05.
- vi. The date of declaration of result / issuance of mark sheet shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account.
- vii. **The mere fact that a candidate has submitted application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him / her the right to be definitely called for interview / considered further for selection process.**
- viii. Two years full time PG Degree / PG Diploma qualification will only be considered.
- ix. Degree / Diploma as referred above are those, which have been awarded by University / Institution recognized by Government of India.
- x. Working knowledge in Computer is essential for all posts.
- xi. The experience mentioned against the post excludes any kind of traineeship including Management Trainee / Graduate Engineer Trainee etc.
- xii. Relaxation of age for SC / ST / OBC / PH / Ex-Servicemen as per Govt. rules. The upper age limit shall be relaxed by five years for internal candidates.
- xiii. In addition to Basic pay, Industrial DA, HRA, other perks @44% of basic pay, CPF, Gratuity etc. are admissible as per the Company's Rules. The present CTC PA approx in different grades are as (Rs. in lakhs) : JM-5.4, MGR-10.7, SM-12.7, DGM-14.4, AGM-16.3, GM-19.2

- xiv. Excellent career opportunities are available for deserving candidates.
- xv. GRSE reserves the right to fill up all the posts based on suitability or increase/decrease the number of posts to be filled up or cancel any post or even cancel the whole process of recruitment without assigning any reason. In such cases the reservations will be as per the Govt. guidelines.
- xvi. Option of Hindi medium shall be given in interview.
- xvii. Serving candidates of Govt. / PSUs must apply through proper channel or produce NOC at the time of interview. Last pay drawn of such officers will be protected in accordance with Govt. guidelines.
- xviii. Outstation candidates called for interview will be paid as under:
- General Manager – Both ways Air fare by Economy class at actual on production of receipt / ticket and Boarding Pass.
 - Additional General Manager, Deputy General Manager, Senior Manager - Both ways AC 2 Tier Railway fare or actual (shortest route) whichever is less on production of receipt.
 - Junior Manager - Both ways AC 3 Tier Railway fare or actual (shortest route) whichever is less on production of receipt.

xix. **From PSU / Govt. Department / Armed Forces:**

The equivalent pay scales in the various grades on both CDA and IDA are given below:

Posts	Grade	CDA Pay Scales	IDA Pay Scales
GM	E-7	37400-67000-PB4-GP 8700	43200-66000
AGM	E-6	37400-67000-PB4-GP 8700	36600-62000
DGM	E-5	37400-67000-PB4-GP 8000 / 37400-67000-PB4-GP 8700	32900-58000
SM	E-4	15600-39100-PB3-GP 7600	29100-54500
MGR	E-3	15600-39100-PB3-GP 6600	24900-50500
JM	E-0	9300-34800-PB2-GP 4200	12600-32500

xx. **From Private Sector:**

The applicants working in private sector should indicate their total Cost to Company head wise with supporting document (monetary & cash part both inclusive) and should indicate their organization structure and their position in the organization hierarchy.

xxi. The procedure of application and other details will also be placed in GRSE Website www.grse.nic.in

xxii. **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.** Responsibility of receiving, downloading and printing of interview call letter or any other information shall be of the candidate only. GRSE will not be responsible for any loss of e-mail sent, due to invalid / wrong e-mail ID provided by the candidate or for delay / non-receipt of information if a candidate fails to access his / her mail / website in time.

xxiii. **How to apply:**

- a) All candidates have to submit application ONLINE through ‘Career section’ of GRSE website www.grse.nic.in or on <https://jobapply.in/grse2015>
- b) All candidates are required to apply ONLINE, take print out of auto generated filled in Application Format, put their signature at designated places and send it to **Post Box No. 3076, Lodhi Road, New Delhi – 110003** along with Demand Draft, self-attested copies of testimonials / certificates in support of Date of Birth, Category, Educational, Professional qualification and Experience, through **ORDINARY POST** only, so as to reach within the due date of **13 May 2015**. The envelope containing the application and supporting documents should be super-scribed with “**Employment Notification No. OS: 01/15**” and “**Post Applied for**”.
- c) Serving candidates of Govt. / Semi-Govt. / PSUs / Autonomous Organization are further required to forward the auto-generated printout along with self-attested copies of testimonials / certificates in support of Date of Birth, Category, Educational, Professional qualification and Experience through proper channel before the due date of **13 May 2015** to the address mentioned at Para xxiii(b) or produce NOC at the time of interview.
- d) Please note that candidature of the candidate is liable to be cancelled if he / she submit more than one application for same post.
- e) GRSE will not be responsible for any delay / loss in postal transit of any application or communication.
- f) **Incomplete application / application without supporting documents is liable to be rejected.**

xxiv. **Application Fee:**

- a) Application fee of ₹ 300/- through crossed Demand Draft drawn in favour of “**Garden Reach Shipbuilders & Engineers Ltd.**”, payable at Kolkata along with the other enclosures to be sent to the address mentioned at Para xxiii(b).
- b) Applicants belonging to SC / ST/ PWD / Internal Candidates are exempted from payment of application fee.
- c) Details of the Demand Draft have to be filled in the online application form. Hence, candidates are advised to make the payment of application fee before filling the online application. The application fee is non-refundable and hence candidates are advised to ensure their eligibility for the post before applying.
- d) The Demand Draft should be issued on or before **06 May 2015**.

xxv. The decision of GRSE in all matters regarding eligibility, conduct of interview and selection will be final and binding on the candidates and no correspondence will be entertained.

xxvi. Management reserves the right to call for any additional documentary evidence in support of education and experience of the applicants.

xxvii. For any dispute, the Jurisdiction shall be Kolkata.
