

COCHIN SHIPYARD LIMITED
KOCHI-682015
(P&A Department)

No. P&A/18(216)/2019(A)

28 Oct 2019

Cochin Shipyard Limited (CSL), a listed premier Mini Ratna Company of Government of India, invites **Online applications** from professionals, for filling up of the following Executive posts for **CSL Kolkata Ship Repair Unit (CKSRU), Kolkata:-**

A. Name of Posts, Vacancies, Educational Qualification & Experience:

Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up*	Educational Qualification and Experience	Age
1	Assistant General Manager (Operations), E-5 Grade, ₹ 80000-220000	1 post (UR)	<p><u>Educational Qualification:</u> Degree in Mechanical/ Naval Architecture Engineering with a minimum of 60% of marks from a recognized University.</p> <p><u>Experience:</u> Minimum of 15 years post qualification managerial experience in Shipbuilding/ Ship repair/ Heavy Engineering company/ Offshore Fabrication / Other Marine Installations and Marine related Engineering Companies / Government / Semi-Government Companies / Establishments in the areas of Procurement / Planning/ Production / Fabrication /Outfitting/ Repairs/Quality Assurance/ Installation /Project Management/ Commercial / Marketing, of which at least one year in the immediate lower scale of pay in case of PSUs in the regular cadre or in equivalent immediate lower scale of pay in case of Government /Autonomous bodies. Experience of working in an ERP/ SAP/ computerised environment desirable. The candidate shall have good communication skills. Working knowledge in Hindi/Bengali is desirable.</p> <p><u>Job Requirements:</u> Will be responsible for all works and assignments connected with the overall execution of the CKSRU project and Ship Repair Operations. Will be responsible for execution of the CKSRU Project and Repair Projects Management; related contract management, sub-contracting, liaisoning and interaction with clients, classification societies and various government agencies / statutory institutions etc. Should be willing to travel at short notice, willing to take responsibility to work against the set targets within the time frame etc. Not limited to the above, the officer shall be liable to undertake any other duties as directed by CSL Management.</p>	Not to exceed 50 years

Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up*	Educational Qualification and Experience	Age
2	Deputy Manager (Mechanical), E-2 Grade, ₹ 50000-160000	5 posts (2 UR, 1 OBC, 1 SC, 1 EWS)	<p><u>Educational Qualification:</u> Degree in Mechanical Engineering with minimum of 60% marks from a recognized University.</p> <p><u>Experience:</u> Minimum of 7 years post qualification managerial experience in Shipbuilding / Ship repair/ Heavy Engineering company/ Offshore Fabrication and Other Marine related Engineering companies/ Government / Semi-Government Companies / Establishments in the areas of Planning/ Production/ Procurement / Fabrication/ Outfitting/ Repairs/ Quality Assurance/ Installation/ Project Management/ Commercial/ Marketing, of which at least one year in the immediate lower scale of pay in case of PSUs in the regular cadre or in equivalent immediate lower scale of pay in case of Government / Autonomous bodies. Experience of working in an ERP/ SAP/ computerised environment desirable. The candidate shall have good communication skills. Working knowledge in Hindi/Bengali is desirable.</p> <p><u>Job Requirements:</u> Should be willing to travel at short notice, willing to take responsibility to work against the set targets within the time frame etc. Will be responsible for all EPC related works and assignments connected with CKSRU Project & Repair Projects Management, Related Design, Planning, Commercial, Contracts, Marketing, Materials, Maintenance, etc. Liaisoning with various government/ statutory agencies. Not limited to the above, the officer shall be liable to undertake any other duties as directed by CSL Management.</p>	Not to exceed 35 years.
3	Deputy Manager (Electrical), E-2 Grade, ₹ 50000-160000	1 post (UR)	<p><u>Educational Qualification:</u> Degree in Electrical Engineering with minimum of 60% marks from a recognized University.</p> <p><u>Experience:</u> Minimum of 7 years post qualification experience in Shipbuilding/Ship Repair/Heavy Engineering company/Marine related Engineering companies/ Government / Semi-Government Companies / Establishments in the areas of Electrical Equipment Installation / Outfitting / Repairs/Quality Assurance/Installation and commissioning of Power Generation and Distribution/Project Execution, of which at least</p>	Not to exceed 35 years.

Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up*	Educational Qualification and Experience	Age
			<p>one year in the immediate lower scale of pay in case of PSUs in the regular cadre or in equivalent immediate lower scale of pay in case of Government /Autonomous bodies. Experience of working in an ERP/ SAP/ computerised environment desirable. The candidate shall have good communication skills. Working knowledge in Hindi/Bengali is desirable.</p> <p>Job Requirements: Should be willing to travel at short notice, willing to take responsibility to work against the set targets within the time frame etc. Liaisoning with various government/ statutory agencies. Will be responsible for all EPC related works and assignments connected with CKSRU Project & Repair Projects Management, Related Design, Planning, Commercial, Contracts, Control & Instrumentation, Materials, Maintenance, Project Management etc. Responsible for energy conservation activities. Not limited to the above, the officer shall be liable to undertake any other duties as directed by CSL Management.</p>	
4	Deputy Manager (Safety), E-2 Grade, ₹ 50000-160000	1 post (UR)	<p>Minimum Eligibility Requirements:</p> <p>a) A degree of a recognized University or its equivalent in any branch of engineering or technology with two years experience in a position of supervision or management in a factory in either the production or the maintenance or the safety department, OR A degree of recognized University in Physics and Chemistry with five years' experience in a position of supervision, or management in a factory in either the production or the maintenance or the safety department, OR A diploma in any branch of engineering or technology recognized by the State Government with five years experience in a position of supervision or management in a factory in either the production or the maintenance or the safety department;</p> <p>b) A degree or diploma or certificate in industrial safety recognized by the State Government.** **Exempted for those who have not less than five years' experience in a department of the Central or a State Government which deals with the administrations of the Factories Act, 1948 (63 of 1948), or the Indian Dock Labourers Act, 1934 (19 of 1934), OR those who have not less</p>	Not to exceed 35 years.

Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up*	Educational Qualification and Experience	Age
			<p>than five years' experience on a full-time basis in training or education or consultancy or research in the field of accident prevention in any industry or in any institution.</p> <p>The requirement of Industrial Safety is not mandatory in case of Graduate Engineers in Safety discipline.</p> <p>Experience: Further to the above requirements, candidates should have 5 years post qualification experience in the field of Industrial Safety in a Shipyard / Factory / Government / Semi-Government Company / Establishment. Out of the above total experience, should have at least one year experience in the immediate lower scale of pay in case of PSU employees in the regular cadre or in equivalent immediate lower scale of pay in case of Government /Autonomous bodies. The candidate shall have experience in handling activities related to HSE (Health, Safety and Environment) in a Shipyard / Factory. Experience of working in an ERP/SAP/ computerized environment desirable. The candidate shall have good communication skills. Working knowledge in Hindi/Bengali is desirable.</p> <p>Job Requirements: Should be willing to travel at short notice, willing to take responsibility to work against the set targets within the time frame etc. Responsible for overall safety activities in CKSRU, undertake frequent inspection of deep tanks and restricted spaces in ships and post therefore calls for a high degree of physical fitness. Liaisoning with various government/ statutory agencies. Not limited to the above, the officer shall be liable to undertake any other duties as directed by CSL Management.</p>	
5	Deputy Manager (HR&IR), E-2 Grade, ₹ 50000-160000	1 post (UR)	<p>Educational Qualification: Master Degree in Business Administration or equivalent Degree/Diploma with specialization in HR/Post Graduate Degree in Social Work with specialization in Personnel Management or Labour Welfare & Industrial Relations or Post Graduate Degree in Personnel Management, from a recognized University, with a minimum of 60% marks.</p> <p>Experience: Minimum of 7 years post qualification managerial experience in Human Resource in a Public Sector</p>	Not to exceed 35 years.

Sl No	Name of Posts, Grade and Pay scale	No. of Vacancies/ Reservation Break up*	Educational Qualification and Experience	Age
			<p>Undertaking or Heavy Engineering Company/ Government / Semi-Government Company / Establishment and should be well experienced and conversant with administrative functions, modern HR applications and practices. Working knowledge / Experience in labour laws is essential. Knowledge of West Bengal State Rules is essential. Out of the above total experience, should have at least one year experience in the immediate lower scale of pay in case of PSU employees in the regular cadre or in equivalent immediate lower scale of pay in case of Government /Autonomous bodies. Experience of working in an ERP/ SAP/ computerised environment desirable. The candidate shall have good communication skills. Working knowledge in Hindi/Bengali is desirable.</p> <p>Job Requirements: Should be willing to travel at short notice, willing to take responsibility to work against the set targets within the time frame etc. Liaisoning with various government/ statutory agencies. The officer shall be liable to undertake all duties as directed by CSL Management.</p>	

* Two posts out of the above 9 posts is earmarked for Persons with Benchmark Disabilities (PwBD). The detailed physical requirements for the posts and categories identified are at clause E (b).

B. Scale of Pay, Benefits & Place of Posting:

- a) In addition to Basic Pay, the Executives are eligible for Industrial DA as applicable, HRA @ of 24% of Basic pay, Perks upto 35 % of Basic Pay, Contributory Provident Fund Scheme, Accident Insurance coverage, Reimbursement of Medical expenses under the Contributory Medical Insurance policy, Leave encashment, Performance Payment etc as admissible. Table below indicates the CTC at the minimum of scale as on date:

Grade	Pay scale	CTC (approx)
E5	₹ 80000-3%-220000	₹ 25.9 lakhs
E2	₹ 50000-3%-160000	₹ 16.3 lakhs

- b) For all posts, the posting shall be at CSL Kolkata Ship Repair Unit (CKSRU)/any other CSL units/project sites as desired by CSL. All candidates should have good communication skills and ability to communicate in Hindi/Bengali is desirable.

C. Age:

- a) **The upper age limit prescribed for the posts shall be as on 10 December 2019.** The upper age limit is relaxable by 3 years for OBC (Non-Creamy Layer) candidates & 5 years for SC candidates in posts reserved for them.

- b) Age relaxation of five years is applicable for candidates who have been domicile of J&K during the period 01.01.1980 to 31.12.1989. Age relaxation for Ex-servicemen & Persons with Benchmark Disabilities (PwBD) shall be as per Government of India guidelines. However, in no case, age limit after applying all age relaxations shall exceed 55 years for the post of Assistant General Manager (Operations) and 45 years for the posts of Deputy Manager (Mechanical / Electrical/Safety/HR&IR).

D. Method of Selection:

- a) The selection process will be held at Kochi.
- b) The method of selection shall include a Power Point Presentation prepared by the candidates highlighting work experience, projects handled etc (duration of not more than ten minutes). This shall be followed by a Group discussion & Personal Interview. Accordingly, weightage is assigned to the following parameters for the final selection:

Sl No. of Posts	Total 100 Marks				
	20% Marks	40% Marks	10% Marks	10% Marks	20% Marks
Posts at Sl No. 1 to 3	Qualifying Degree Marks	Work Experience in the relevant job/area	Power Point Presentation	Group Discussion	Personal Interview
Post at Sl No. 4	Qualifying Degree / Diploma Marks				
Post at Sl No. 5	MBA (HR) / equivalent Degree or Diploma (HR) / MSW / MA (PM&IR) marks				

E. Conditions:

a) Reservation:

- (i) Government of India Directives on reservation applicable for Scheduled Caste (SC)/ Scheduled Tribe (ST)/ Other Backward Class (OBC)/ OBC (Minority)/ Economically Weaker Sections (EWS)/Persons with Benchmark Disabilities (PwBD)/Ex-servicemen (ESM) candidates shall apply subject to meeting the eligibility requirements.
- (ii) In the case of Persons with Benchmark Disabilities, the degree of disability should be a minimum of 40%. The applicant should submit a valid Certificate of disability to this effect in the prescribed format obtained from a notified authority by Government of India / State Government.
- (iii) Candidates belonging to SC or OBC (Non Creamy Layer), should produce a valid recent community certificate issued by the Revenue Authority not below the rank of the Thahsildar, failing which their candidature shall not be considered for extending reservation.
- (iv) Candidates belonging to EWS category should produce a valid Income and Asset Certificate issued by any of the following authorities in the prescribed format. This certificate shall only be accepted as proof of candidate's claim as belonging to EWS, failing which their candidature shall not be considered against reservation under EWS category:

- a) District Magistrate/Additional District Magistrate/ Collector/ Deputy Commissioner/Additional Deputy Commissioner/ 1st Class Stipendary Magistrate/ Sub-Divisional Magistrate/ Taluka Magistrate/ Executive Magistrate/ Extra Assistant Commissioner
- b) Chief Presidency Magistrate/Additional Chief Presidency Magistrate/ Presidency Magistrate
- c) Revenue Officer not below the rank of Tahsildar and
- d) Sub-Divisional Officer or the area where the candidate and/or his family normally resides.

b) Physical Requirements for candidates belonging to Persons with Benchmark Disabilities (PwBD) for the posts:

Sl. No	Name of Post	Categories of Persons with Benchmark Disabilities	Physical Requirements
(i)	Assistant General Manager (Operations)	OA, OL, HH	S, ST, W, BN, KC, PP, L, MF, RW, CL, SE, H, C
(ii)	Deputy Manager (Mechanical)	OA, OL, HH	S, ST, W, BN, KC, PP, L, MF, RW, SE, H, C
(iii)	Deputy Manager (Electrical)	OL, HH	S, ST, BN, KC, W, MF, SE, PP, L, C, RW
(iv)	Deputy Manager (Safety)	OA, OL, HH	S, ST, W, JU, PP, RW, SE, H
(v)	Deputy Manager (HR&IR)	OA, OL, BL, OAL, B, LV, HH	S, ST, H, RW

Abbreviations used: S=Sitting, ST=Standing, W=Walking, BN=Bending, L=Lifting, KC=Kneeling & Crouching, JU=Jumping, PP=Pulling & Pushing, MF=Manipulation by Fingers, CL= Climbing, RW=Reading & Writing, SE=Seeing, H=Hearing, C=Communication, OA=One Arm, OL=One Leg, BL=Both leg, OAL=One Arm and One Leg, BLOA=Both leg & one arm, B=Blind, LV=Low Vision, HH= Hearing Impaired.

c) Qualification:

- (i) The minimum qualification stipulated for the posts must be from a University/ Institute/Examination Board recognized by AICTE/ appropriate statutory authority in India.
- (ii) Those applicants having qualifications equivalent to any of the prescribed qualifications should submit Equivalency Certificate issued by the Competent Authority and without such certificate, their candidature shall not be considered.
- (iii) Some Universities/Institutes/ Examination Boards do not award Class or Percentage of marks and allot Aggregate Grade Points (e.g. CGPA/OGPA/CPI, etc.). In case University/Institute/Examination Board defines criteria for conversion of Aggregate Grade Point into Class and/or percentage of marks, the same shall be accepted. However, where the University/ Institute/Examination Board does not define criteria for conversion of Aggregate Grade Point into Class and/or percentage of marks, the Aggregate Grade Points may be multiplied by 10 to get the required percentage of marks.

d) Experience:

- (i) **Experience acquired after the date of passing of the qualification stipulated as per item A above shall only be considered. Period of post qualification experience shall be reckoned as on 10 December 2019.**
- (ii) **Experience Certificates obtained from Companies registered under the Companies Act 1956 or Foreign Companies of equivalent status shall only be considered for short listing to attend the selection process.**
- (iii) 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 and CTC Certificate during the current financial year/ IT Form-16 of the previous financial year** as proof of work experience. **For past employment, experience certificate indicating the date of joining as well as relieving should be submitted. During the certificate verification process, the candidates should produce all certificates in original to establish the experience claimed in their online application, failing which they will not be permitted to attend the Personal interview.**
- (iv) Applicants who are working in Government Departments or Semi Government/ Public Sector Organisations, they should submit "No Objection Certificate" from the employer along with the online application or should submit "No Objection Certificate" from the employer at the time of the Personal Interview. **If NOC is not produced, the candidate shall not be permitted to attend the interview.**
- (v) Applicants who are Ex-servicemen should submit **Discharge Certificate/ Book/ Pension Payment Order from the Armed Forces** and all certificates indicating qualification and work experience in the relevant discipline in the Armed Forces. They should submit experience certificate from the authorities concerned, failing which their candidature shall not be considered.
- (vi) Those ex-servicemen, on re-employment in any Government job on civil side after availing of the benefits given to him as an ex-serviceman, his ex-serviceman status for the purpose of re-employment in Government shall be governed by DoPT OM Nos. 36034/27/84-Estt(SCT) dated 02.05.1985, 36034/6/90-Estt(SCT) dated 10.10.1994 and 36034/1/2014-Estt (SCT) dated 14.08.2014. **All ex-servicemen shall submit an undertaking along with the online application to the effect that he has not been re-employed in Government after availing the benefits for ex-servicemen.**

e) Application Fee:

- (i) Application fee of **₹ 1000/- (Non refundable, plus bank charges extra) should be remitted using the Online payment options (Debit card/Credit card/Internet Banking)** which can be accessed through our Online application facility from **06 November 2019 to 10 December 2019.**
- (ii) **No application fee for candidates belonging to Scheduled Caste (SC)/ Scheduled Tribe (ST) / Person with Benchmark Disabilities (PwBD).** They are exempted from payment of application fee.

- (iii) All applicants for whom the fee is applicable, i.e. except those belonging to SC/ST/PwBD, should pay the application fee as stipulated in clause e(i) above. **It is important to note that their candidature shall be considered only on receipt of application fee.**

f) How to Apply:

- (i) **Applicants should go through the User Manual published in our website www.cochinshipyard.com (Careers page) before filling the online application. The application consists of two phases – One time Registration and Submission of application against the post applicable. Applicants should not submit more than one application. Application once submitted shall be final.**
- (ii) **Applicants meeting the notified requirements do the One Time Registration in the SAP Online portal and submit their application may submit their application.** The facility to submit their application can be accessed through our website www.cochinshipyard.com (Careers page) from **06 November 2019 to 10 December 2019.** **Application submitted direct or by any other mode will not be accepted.**
- (iii) **Before filling up the online application, all certificates towards proof of age, educational qualification, experience, caste, disability etc and a recent passport size colour photograph shall be kept ready in the system for uploading to the SAP online application portal.**
- (iv) **Applicants should ensure that all certificates towards proof of age, educational qualification, experience, caste, disability etc and a recent passport size colour photograph are uploaded in the SAP online application portal, failing which their candidature shall not be considered and shall be rejected.**
- (v) Applicants should ensure that all the entries have been correctly filled in and application submitted successfully. Filling of garbage/junk details in any of the fields can lead to rejection of your application.
- (vi) Application must be complete in all respects as per this Advertisement Notification. **Please note that incomplete applications shall not be considered.**
- (vii) **After applying through online, applicants should retain a soft copy/ printout of the online application containing the unique registration number generated by the system for their reference. It is important to note that, the unique registration number shall be obtained only upon successful submission of online application.** The Registration Number on the online application should be quoted for any correspondence with CSL.
- (viii) **Applicants need not send the online application print out/ certificates/ application fee in the form of DD/Challan/Cheque by post to Cochin Shipyard Ltd.**
- (ix) For applying through the SAP online application facility, the website shall remain functional from **06 November 2019 to 10 December 2019.** The last date for submission of applications through online is **10 December 2019.** **In order to avoid heavy traffic in website on the last date that may result in non-submission of application, applicants are advised to log in to CSL website and submit applications well in advance before the last date. Those who apply on the last date of application may not get any troubleshooting assistance / technical support in the SAP application portal after 1700hrs on the last date.**

g) General:

- (i) Depending upon number of online applications received for the posts, Shipyard reserves the right to stipulate a higher cut off mark than the minimum eligibility marks stipulated in the qualifying examination for the posts of Assistant General Manager (Operations), Deputy Manager (Mechanical/Electrical/HR&IR) and accordingly short-list candidates for consideration for selection.
- (ii) **Applicants are advised to make sure that they are meeting the eligibility requirements as per the vacancy notification for the posts before submitting the applications.**
- (iii) Definition of Ex-serviceman:- Ex-serviceman is a person
 - (i) Who has served in any rank whether as combatant or non-combatant in a Regular Army, Navy and Air Force of the Indian Union, and
 - a) Who either has been retired or relieved or discharged from such service whether at his own request or being relieved by the employer after earning his or her pension; or
 - b) Who has been relieved from such service on medical grounds attributable to military service or circumstances beyond his control and awarded medical or other disability pension; or
 - c) Who has been released from such service as a result of reduction in establishment;
 - (ii) Who has been released from such service after completing the specific period of engagement, otherwise than at his own request, or by way of dismissal, or discharge on account of misconduct or inefficiency and has been given a gratuity; and includes personnel of the Territorial Army, namely, pension holders for continuous embodied service or broken spells of qualifying service; Or
 - (iii) Personnel of Army Postal Service who are part of Regular Army and retired from the Army Postal Service without reversion to their parent service with pension, or are released from the Army Postal service on medical grounds attributable to or aggravated by military service or circumstances beyond their control and awarded medical or other disability pension; Or
 - (iv) Personnel, who were on deputation in Army Postal Service for more than six months prior to 14th April, 1987; Or
 - (v) Gallantry award winners of the Armed Forces including personnel of Territorial Army; Or
 - (vi) Ex-recruits boarded out or relieved on medical ground and granted medical disability pension.
- (iv) Shipyard reserves the right to call for any additional documentary evidence from candidates in support of educational qualification / experience / other notified eligibility requirements as indicated in their online application, and information / replies to such queries should be only through the e-mail career@cochinshipyard.com. However, Cochin Shipyard shall not be responsible for any delay/non-receipt of such e-mails within the stipulated date and time. Replies to any such queries received after the stipulated date and time shall not be considered, and no further correspondence shall be entertained in this regard.
- (v) If at any stage it is found that any information furnished is false/ incorrect or the candidate does not satisfy the eligibility criteria, the candidature/appointment is liable to be cancelled/ rejected.

- (vi) **Candidates short-listed for the Personal Interview should bring a photo identity proof (in original) like Aadhar, Driving Licence etc, print out of online job application form (possessing unique registration number) duly signed, and all original certificates towards proof of age, qualification, experience, caste, disability etc along with self-attested copies of these certificates, for verification, and their candidature shall be considered on the strength of the original certificates. In case of failure to produce the original certificates, the candidature will be rejected.**
- (vii) **Candidates who fail to produce the original certificates and mark sheets during verification will not be allowed to attend the Personal Interview.**
- (viii) Candidates appearing for the Personal Interview shall be reimbursed single to & fro 3rd AC rail fare as admissible for the posts as per CSL rules by the shortest route from the mailing address mentioned in their online application submitted to Cochin Shipyard Ltd, Kochi on production of proof. However, at the time of verification, if it is found that the candidate does not fulfill any of the eligibility conditions, he will neither be allowed to attend the Personal Interview nor be paid any Travelling Allowance. Candidates claiming travel re-imburement are required to submit the copy of front page of **savings bank passbook with account number and IFSC code**, at the time of certificate verification and the eligible amount of reimbursement will be credited to their mentioned account through NEFT. Reimbursement of travel fare will only be considered to those candidates who submit the above details.
- (ix) No correspondence regarding the rejection of application in case of ineligibility will be entertained.
- (x) **Call letters shall not be sent to short-listed candidates by post.** They shall be informed by e-mail/SMS/through CSL website www.cochinshipyard.com to download call letter. Schedule of the selection shall be intimated to the short-listed applicants through SMS/E-mail/CSL website (Careers page).
- (xi) Mere submission of online application and Issue of call letter for the Personal Interview shall not confer any right to the applicant of acceptance of candidature or cannot be construed as an acknowledgement of fulfilling the eligibility criterion.
- (xii) Appointment of selected candidates will be subject to verification of character and antecedents and verification of caste certificates if applicable.
- (xiii) Candidates should be of sound health and satisfy the medical fitness standards as fixed by the CSL. The candidates short-listed for appointment after interview should undergo a medical examination in the hospitals as prescribed by Shipyard and medical fitness further subject to certification by the Medical Officer of CSL.
- (xiv) Any legal proceedings in respect of any claim or dispute arising out of this advertisement and/or an application in response thereto and selection process thereafter can be instituted only in the Courts/Tribunals/Forums at Ernakulam and such Courts/ Authorities shall have sole and exclusive jurisdiction.
- (xv) The selected candidates shall be placed at the minimum of the pay scale of the posts notified.

- (xvi) CSL shall not bear any liability on account of salary/leave salary/gratuity/pension contribution etc, if any of previous employment of any candidate already working in Government/Public Sector Undertakings.
- (xvii) Wait lists shall be maintained for the post and shall be operated only in the event of occurrence of a vacancy caused by non-joining of a candidate from the rank list within the date of joining as stipulated in the offer of appointment issued to the candidate, OR, where a candidate joins the post and in the event of separation of a person on account of death or resignation from the post during the period of one year from the date of joining in CSL. The validity period of the wait list shall be upto one year from date of publication of results or date of joining as stipulated in the offer of appointment issued to the candidates, whichever is earlier, unless a fresh notification for the same post is issued. Vacancy which arose as stated above shall not be treated as a fresh vacancy and the actual number of posts filled up against this notification shall under no circumstances exceed the number of vacancies indicated in this notification.
- (xviii) Notwithstanding the above or any other conditions, CSL reserves the right not to fill up the vacancies notified. Further, the filling up of the notified vacancies shall be subject to the suitability of candidates in the rank list, availability of projects and job requirements. CSL reserves the right to restrict/ alter/cancel/modify the recruitment process, if need so arises without notice or assigning any reason thereof.
- (xix) Any amendment, modification or addition to this advertisement shall be given in the CSL website only.
- (xx) For any further clarification, please contact us via e-mail career@cochinshipyard.com.

F. Important Dates:

Commencement of Online Application : 06 November 2019
Last Date of Online Application : 10 December 2019

**“CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION”
“ONLY INDIAN NATIONALS NEED APPLY”**

Sd/-
CHIEF GENERAL MANAGER (HR & TRNG)