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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: 04/2019)

(RECRUITMENT OF OFFICERS -ON FIXED TERM CONTRACT)

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

Opening date for Online registration : 02 Dec 2019 (14:00 hrs. onwards)

Closing date for Online registration : 22 Dec 2019 (upto 23:59 hrs.)

<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Dec 2019</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Post Qualification Experience as on 01 Dec 2019</u>
Deputy General Manager (E-5)	80000-3%-220000	48 years	Technical (Bailey Bridge) - 01 post (UR) On Fixed Term Contractual Basis for 03 years extendable maximum of 02 years.	<u>DGM (Tech)-Bailey Bridge:</u> Four years full time degree in Engineering or equivalent with 60% overall marks in the discipline of Mechanical / Electrical / Civil Engineering. (For detailed qualification grouping, please refer Note - 1(i & ii))	<u>DGM (Tech)-Bailey Bridge:</u> i. 15 years post qualification experience either singularly or collectively in Production/Erection of Modular Portable Steel Bridges of various load classifications and spans like Bailey bridges etc. ii. Serving Officers of Indian Army, Corps of Engineers, BRO in the rank of Lt. Col and above or equivalent in Armed forces/Paramilitary forces or equivalent in Air Force / Navy/Coast Guard meeting the above experience may also apply. iii. Knowledge in Finance, Project Management and experience / working in SAP ERP will be an added advantage iv. Candidates from Govt. / PSU / Autonomous organizations should additionally have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of SM Grade. v. For details refer Note 6.

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Deputy General Manager (E-5)	80000-3%-220000	48 years	Technical (IT) – 01 post (UR) On Fixed Term Contractual Basis for 03 years extendable maximum of 02 years.	DGM (Tech)-IT: Four years full time degree in Engineering or equivalent with 60% overall marks in the discipline of Information Technology / Computer Science / Computer Technology/Electrical. (For detailed Qualification grouping, please refer Note- 1 (i & ii))	DGM(Tech)-IT: i. 15 years' post qualification experience preferably in client environment on Enterprise Resource Planning using SAP, managing complete IT infrastructure consisting of Tier-II/III Data Centre/DR Centre, managing Networks (WAN & LAN) in diverse geographical locations complying latest Cyber Security & successful implementation of IT based solutions/projects for productivity enhancement in Industry such as Heavy Engineering/Defence Shipbuilding. Experience of working on emerging Technology, viz. AI, IoT, analytics, Big data, Machine Learning will be an added advantage. ii. Candidates from Govt. / PSU / Autonomous organizations should additionally have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of SM Grade. iii. Naval Officers of the rank of Commander & above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may also be considered. iv. For details refer Note 6.

Senior Manager (E-4)	70000-3%-200000	45 years	Technical (Bailey Bridge) – 01 post (UR) On Fixed Term Contractual Basis for 03 years extendable maximum of 02 years.	SM (Tech)-Bailey Bridge: Four years full time degree in Engineering or equivalent with 60% overall marks in the discipline of Mechanical / Electrical / Civil Engineering. (For detailed qualification grouping, please refer Note –1(i & ii))	SM (Tech)-Bailey Bridge: i. 11 years post qualification experience either singularly or collectively in Production/Erection of Modular Portable Steel Bridges of various load classifications and spans like Bailey bridges etc. ii. Candidates possessing Master Degree in Engineering in Mechanical / Electrical/ Civil with 09 years' above experience mentioned at Sl no. (i) out of which 2 years in immediate lower grade are also eligible. iii. Serving Officers of Indian Army, Corps of Engineers, BRO in the rank of Commandant/Major and above or equivalent in Armed forces/Paramilitary forces or equivalent in Air Force / Navy/Coast Guard meeting the above experience may also apply. iv. Knowledge in Finance, Project Management and experience / working in SAP ERP will be an added advantage v. Candidates from Govt. / PSU / Autonomous organizations should additionally have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of MGR Grade. vi. For details refer Note 6.
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UR= Unreserved

NOTE:

1. EDUCATIONAL QUALIFICATION

(i) Grouping of Engineering Degree: Four years Full Time Engineering Degree (BE, B Tech) / Four years Full Time BSc (Engineering) with 60% Overall Marks. **Lateral entry to 3rd semester of 8 semester course / 2nd year of 4 years course will also be considered as equivalent qualification**

(ii) Grouping of Disciplines in Engineering Degree – Technical disciplines.

- **Mechanical** : Mechanical / Mechanical & Industrial Engineering / Mechanical & Production Engineering / Marine Engineering.
- **Electrical** : Electrical / Electrical & Electronics / Electrical & Instrumentation.
- **Civil** : Civil Engineering / Civil & Structural Engineering / Structural Engineering.
- **Computer / IT** : Computer Science / Information Technology / Computer Technology.

(iii) Only the above mentioned disciplines will be considered for the recruitment process. Courses / Disciplines with equivalence to the above will not be considered. **For all the posts the qualification mentioned at Graduate level would be of full time only. No Part Time/Correspondence course will be accepted.**

(iv) **The qualifying marks in graduate level examination for Engineering disciplines will be 60% overall marks (aggregate of all semesters/year or equivalent CGPA marks).**

(v) **Post graduate integrated Degree/ Dual Degree Courses will also be allowed. The integrated Professional Technical qualification should be of 5 years duration after 10+2 qualification.**

(vi) AICTE / UGC / Government of India recognized / approved Degree / PG Degree courses in concerned discipline (as referred above) awarded by University / Institution recognized by Govt. of India will only be considered

(vii) 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.

(viii) **Candidates having Master degree in Engineering must possess the minimum qualification prescribed against the post.**

(ix) Wherever grades e.g. CGPA/OGPA/DGPA (as applicable) are awarded, the following method will be adopted for conversion to equivalent percentage of marks:

(a) The conversion of CGPA to percentage of marks would be based on the procedure certified by the University / Institution from where they have obtained the qualifying degree. Documents viz. Mark sheet / Final / Provisional Degree / Letter issued by competent authority of the respective University/Institution will be considered for ascertaining the CGPA to % conversion criteria.

(b) In case the University/Institution does not have any criteria for converting CGPA into equivalent percentage of marks, it has to be categorically mentioned in the Mark sheet / Final / Provisional Degree / Letter issued by competent authority of the respective University/Institution. In such cases, the equivalence would be established by dividing the candidate's CGPA by the maximum possible CGPA and multiplying the result with 100.

(x) The candidate must produce a certificate mentioning the nature of duties performed at each level / posting in the organization at present working / worked must be enclosed with the application.

2. MAXIMUM AGE LIMIT

- i. Maximum age limit for applicants under UR Category is **48 years for DGM and 45 years for Senior Manager as on 01 Dec 2019. However, relaxation of age for SC/ST/OBC/Persons with Benchmark Disability (PWBD) / Ex-Serviceman will be as per Govt. rules.** The relaxation in age limit for PWBD candidates shall be applicable irrespective of the fact whether the post is reserved or not. Age is not a bar for internal candidates.
- ii. Maximum age for joining the Company will be 56 years after all age relaxations. It also applies for internal candidates.
- iii. Relaxation in the upper age limit may be granted to any candidate to extent of excess years of relevant post qualification experience possessed by the candidate vis-à-vis the notified years of post-qualification experience for DGM (Tech)-BB, IT & SM (Tech)-BB post.

3. RESERVATION

- i. Reservation for SC / ST / OBC / PWBD/EWS if applicable has been indicated against each post. However, candidates from reserved category fulfilling eligibility criteria may also apply for the posts earmarked for UR as per Government Rules.
- ii. Persons with Benchmark Disability category are required to produce Medical Certificate in prescribed format issued by the Competent Authority as stipulated in Rights of Persons with Disabilities Act, 2016 having minimum 40% or more disabilities in the category as the case may be.
- iii. Category (SC/ST/OBC/PWBD/EWS) once entered in the Online Application form will not be allowed to be changed and no benefit of other category will be admissible later on.

- iv. OBC candidates at the time of interview/document verification 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 Undertaking. OBC (non-creamy layer) certificate by the Component Authority should be issued in the current year.
- v. SC/ST/OBC/EWS candidates applying for a post where there are no vacancies in their respective reserved categories, will be treated as General candidates and no relaxation in any criteria will be applicable to these candidates. However, they may indicate their actual category in Online Application so as to avail of application fees concession as applicable.

4. Application Procedure

- i. All candidates have to submit application **ONLINE** through 'Career section' of GRSE website **www.grse.in** or on **https://jobapply.in/grse2019**.
- ii. 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 along with GRSE copy of Application Fee Challan (applicable for General, EWS and OBC candidates), self-attested copies of testimonials/certificates in support of Date of Birth, Category, Educational & Professional qualification, Experience, Ex-Serviceman, EWS, PH etc. through **ORDINARY POST** only to **Post Box No. 3076, Lodhi Road, New Delhi – 110003**, so as to reach within **01 Jan 2020**. The envelope containing the application and supporting documents should be super-scribed with **"GRSE Employment Notification No. OS: 04/2019"** and **"Post Applied for"**.
- iii. Serving candidates of Govt. / Semi-Govt. / PSUs / Autonomous Organization are further required to forward the auto-generated printout along with self-attested copies of supporting documents **through proper channel** before **01 Jan 2020** to the address mentioned above or produce **No Objection Certificate (NOC)** at the time of interview.
- iv. Please note that candidature of the candidate is liable to be cancelled if he / she submit more than one application for same post.
- v. GRSE will not be responsible for any delay / loss in postal transit of any application or communication.
- vi. The detailed procedure of application and other details are available in "Career Section" of GRSE Website: www.grse.in and also in <https://jobapply.in/grse2019>.
- vii. **The selection for DGM & SM post will be through interview.**
- viii. **All correspondence with candidates shall be done through e-mail only. All information regarding Interview Call Letter etc. shall be provided through e-mail uploaded at the time of application/uploading on GRSE website.** 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 delivery of e-mails to Spam/Bulk mail folder for delay/non-receipt of information if a candidate fails to access his/her mail/website in time or DND activated mobile no. etc.

5. APPLICATION FEES

- i. **Application fees of `500/- and Bank charges of `50/- (Total fees `550/-)** to be deposited through Bank Challan mode at any branch of State Bank of India (SBI) by the applicants (General/EWS & OBC only). Applicants belonging to SC/ST/PWD/Internal Candidates are exempted from payment of Application Fee.
- ii. The application fee is non-refundable and hence candidates are advised to ensure their eligibility for the post before applying.
- iii. Please refer **"Guidelines to Apply Online"** in the portal <https://jobapply.in/grse2019> for details regarding remittance of Application Fee through Bank Challan in SBI Branches.
- iv. No other mode of payment will be accepted.

6. PAY SCALES

(i) From Navy/Army/ Air Force/ Coast Guard equivalent post & grade

Posts	Grade	Pay Scale of the posts advertised	Rank (Navy/Army/Air Force)
DGM	E-5	80000-3%-220000	Commander & above or equivalent
SM	E-4	70000-3%-200000	Lt. Commander & above or equivalent

(ii) From PSU / Govt. Department:

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

Post advertised	Grade	Pay Scale of the posts advertised	Two years immediate lower grade Pay Scale	
			CDA Pay Scales	IDA Pay Scales/ Grade
DGM	E-5	80000-3%-220000	78800-209200	70000-200000/ (E-4)
SM	E-4	70000-3%-200000	69400-207200	60000-180000/(E-3)

(iii) From Private Sector:

The applicants working in private sector should indicate their total Cost to Company (CTC) head wise with supporting document (monetary & cash part both inclusive) and should indicate their organization structure and their position in the organization hierarchy and should be **drawing the comparable CTC of immediate lower Grade for a minimum period of two years**. The comparable CTC for the purpose will recon a lower variance up to maximum of 10% of CTC of equivalent grade in GRSE.

Post advertised	CTC of immediate lower Grade
DGM (E-5)	16.74 Lakhs (E-4 / SM)
SM (E-4)	14.37 Lakhs (E-3/MGR)

7. GENERAL TERMS AND CONDITIONS

- (i) The mere fact that a candidate has submitted application against the advertisement and apparently fulfilling the eligibility criteria as prescribed in the advertisement would not bestow on him / her the right to be definitely considered for selection process.
- (ii) **The experience mentioned against the post excludes any kind of traineeship including Management Trainee / Graduate Engineer Trainee etc.**
- (iii) In addition to Basic pay, Industrial DA, HRA, other Perks (35% of Basic pay), CPF, etc. are admissible as per the Company's Rules. The present CTC per annum (For employees on fixed term contract) in **DGM (E-5) is 19.15 lakhs and for SM (E-4) is 16.74 Lakhs**. In addition, Performance Related Pay will be applicable.
- (iv) 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.
- (v) Option of Hindi medium shall be given in interview.
- (vi) If selected, the candidates can be posted to any Unit / Project / location of the company.
- (vii) **Final selection of candidates is subject to medical fitness by Company's Medical Officer as per company's Recruitment Rules.**

- (viii) **Outstation candidates called for interview of DGM & SM will be paid both ways AC Two Tier Railway fare or at actual (whichever is less) by shortest route from place of residence / place of work to Kolkata on production of tickets / receipts for incoming journey.**
- (ix) 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. **Corrigendum/Addendum if any will only be issued in website and no other communication will be made either in press or by any other mode.**
- (x) Management reserves the right to call for any additional documentary evidence in support of education and experience of the applicants.
- (xi) **In case, at any time, it is found that the candidate is not meeting the eligibility criteria, the candidature will summarily be rejected forthwith. In that event, no reimbursement of travelling expenses and medical expenses incurred for attending the interview will not be made. Hence, candidate must ensure that he/she is absolutely meeting the eligibility criteria and other conditions advertised without any deviation.**
- (xii) **Furnishing of false information or concealment / suppression of factual information will render the candidate unfit for employment and GRSE will not be responsible for any consequence of furnishing of such wrong / false information.**
- (xiii) For any dispute, the Jurisdiction shall be Kolkata.

IMPORTANT DATES

<u>Sl. No.</u>	<u>Details</u>	<u>Dates</u>
(a)	Start Date for Online Registration	02 Dec 2019 (14:00 hrs. onwards)
(b)	Closing Date for Online Registration	22 Dec 2019 (upto 23:59 hrs.)
(c)	Remittance of application fees in Bank (SBI) (during Banking hours on working days)	From 04 Dec 2019 to 24 Dec 2019
(d)	Receipt of hardcopy of application signed by candidate along with GRSE copy of Bank Challan (if applicable) and certificates / testimonials in support of eligibility.	01 Jan 2020