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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

SPECIAL RECRUITMENT DRIVE
(EMPLOYMENT NOTIFICATION NO. OS: 02/2019)
(DETAILED ADVERTISEMENT)

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 in various disciplines:

Opening date for Online registration : 19 August 2019 (14:00 Hrs.)
Closing date for Online registration : 08 September 2019 (23:59 Hrs.)

<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 August 2019</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification as on 01 August 2019</u>	<u>Minimum Post Qualification Experience as on 01 August 2019</u>
General Manager (E-7)	100000-3%-260000	52 yrs.	Technical-03 SC-02 OBC-01	Four years full time degree in Engineering or equivalent with 55% overall marks in the discipline of Mechanical / Electrical / Electronics / Marine Engineering / Civil / Production / Naval Architecture. (For detailed qualification grouping, please refer Note - iii)	i 22 years' post qualification experience out of which at least 5 years in Senior position either singularly or collectively in "Ship building" / "Ship design" / "Ship repair" / "Overseeing the construction / repair of Naval Ships or Submarines" etc. ii Naval Officers of the rank of Commodore & above or equivalent in Army / Air Force / Coast Guard and Captain drawing Commodore Grade pay meeting the experience criteria may also be considered. iii Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AGM Grade. iv For details refer Note 6.

Deputy General Manager (E-5)	80000-3%-220000	48 years	Technical - 01 OBC	Four years full time degree in Engineering or equivalent with 55% overall marks in the discipline of Mechanical / Electrical / Electronics / Marine Engineering / Civil / Production / Naval Architecture. (For detailed qualification grouping, please refer Note - iii)	<ul style="list-style-type: none"> i. 15 years' post qualification experience either singularly or collectively in "Ship building" / "Ship design" / "Ship Repair" / "Overseeing the construction of Naval Ships". ii. Experience in handing installation, STW (Setting to Work) and commissioning of Electrical weapon systems / operating and maintaining gas turbines (preferably LM 2500) on board IN Ships / Experience in dealing with Naval / Coast Guard Authorities, CDA Navy, Cargo clearance by Air & Sea, liasoning with various Materials Organizations / Authorities will be an added advantage. iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of SM Grade. iv. Naval Officers of the rank of Commander & above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may also be considered. v. For details refer Note 6.
Manager (E-3)	60000-3%-180000	42 years	Finance – 01 OBC	CA/ICMA	<ul style="list-style-type: none"> i. 08 years' post qualification experience in dealing with Financial matters i.e. "Budgeting", "Costing", "Banking", "Taxation", "Finalization of accounts" ii. Naval Officers of the rank of Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered. iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DM Grade. iv. For Details refer Note 6.

Manager (E-3)	60000-3%-180000	42 years	Ship Production (Naval Architect) – 01 OBC	<p>Four years full time degree in Engineering or equivalent with 55% overall marks in Civil/Mechanical/Electrical/Electronics/Naval Architecture discipline preferably with post graduate degree in Naval Architecture.</p> <p>(For detailed qualification grouping, please refer Note - iii)</p>	<p>i. 08 years’ post qualification experience and atleast 5 years’ experience in “Shipbuilding”/ “Ship repair”/ “Overseeing the construction/repair of Naval ships of Submarines in Indian Navy”</p> <p>Or</p> <p>ii. Master Degree in Engineering in Civil/Mechanical/Electrical/Electronics/Naval Architecture discipline with 06 years’ Experience and atleast 04 years above experience.</p> <p>iii. Naval Officers of the rank of Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>iv. Candidates from Govt. / PSU / Autonomous organizations should have 2 years’ experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DM Grade.</p> <p>v. For Details refer Note 6.</p>
Manager (E-3)	60000-3%-180000	42 years	Human Resource – 01 OBC	<p>Full time Graduate with 02 years full time PG Degree/PG Diploma/MBA with 55% marks or equivalent in Human Resource Management/Human resource development/Personnel Management/Industrial Relations/Social work/ Labour Welfare</p>	<p>i. 08 years’ post qualification experience in dealing with HR matters i.e. IR, contract Labour Management, Welfare Administration, Establishment, Recruitment, Statutory Compliances, CSR etc.</p> <p>ii. Naval Officers of the rank of Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years’ experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DM Grade.</p> <p>iv. For Details refer Note 6.</p>

Manager (E-3)	60000-3%-180000	42 years	Commercial – 01 OBC	<p>(i) Four years full time degree in Engineering or equivalent with 55% overall marks in Mechanical/Electrical/Electronics /Production/Naval Architecture discipline.</p> <p>(ii)MBA/PG Diploma in Material Management/Supply chain Management/Operations/Logistic Management will be preferred.</p> <p>(For detailed qualification grouping, please refer Note - iii)</p>	<p>i. 08 years’ post qualification experience including minimum 05 years experience in Material Management in Manufacturing Industry of repute. Or ii. Masters’ Degree in Engineering in concerned discipline with 06 years post qualification relevant experience.</p> <p>iii. Naval Officers of the rank of Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>iv. Candidates from Govt. / PSU / Autonomous organizations should have 2 years’ experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DM Grade.</p> <p>v. For Details refer Note 6.</p>
Deputy Manager (E-2)	50000-3%-160000	35 years	Commercial – 01 OBC	<p>(i) Four years full time degree in Engineering or equivalent with 55% overall marks Mechanical/Electrical/Electronics /Production/Naval Architecture discipline.</p> <p>(ii) MBA/PG Diploma in Material Management/Supply Chain/ Operations/Logistics Management will be preferred.</p> <p>(For detailed qualification grouping, please refer Note - iii)</p>	<p>i. 05 years’ post qualification experience in Material Management. Or ii. Masters’ Degree in Engineering in concerned discipline with 03 years relevant post qualification experience.</p> <p>iii. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>iv. Candidates from Govt. / PSU / Autonomous organizations should have 2 years’ experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade.</p> <p>v. For Details refer Note 6.</p>

Deputy Manager (E-2)	50000-3%-160000	35 years	Finance – 01 ST	CA/ICMA	<p>i. 05 years’ post qualification experience in dealing with financial matters i.e. “Budgeting”, “Costing”, “Banking”, “Taxation”, “Finalisation of accounts”.</p> <p>ii. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years’ experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade.</p> <p>iv. For Details refer Note 6.</p>
Deputy Manager (E-2)	50000-3%-160000	35 years	Technical – 01 ST	Four years full time degree in Engineering or equivalent with 55% overall marks in Mechanical/Electrical/Production /Naval architecture/Civil (For detailed qualification grouping, please refer Note - iii)	<p>i. 05 years’ post qualification experience in “Shipbuilding”/ “Ship repair”/ “Construction/repair of Naval ships of Submarines “</p> <p>Or</p> <p>ii. Master Degree in Engineering in Civil/Mechanical/Electrical/Production/Naval Architecture discipline with 03 years relevant post qualification experience.</p> <p>iii. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>iv. Candidates from Govt. / PSU / Autonomous organizations should have 2 years’ experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade.</p> <p>v. For Details refer Note 6.</p>

Deputy Manager (E-2)	50000-3%-160000	35 years	Medical- 01 OBC	MBBS degree from any University recognized by Indian Medical council.	i. 05 years' post qualification experience and atleast 02 years' experience in Hospital/Nursing home. Private practitioners with above experience may also be considered. ii. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered. iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade. iv. For Details refer Note 6.
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UR=Unreserved; SC=Scheduled Caste; ST=Scheduled Tribe; OBC=Other Backward Class; PWBD=Persons with Benchmark disabilities; EWS=Economically Weaker Section

NOTES:

1. EDUCATIONAL QUALIFICATION FOR GM/DGM/MGR/DM

- i. **For GM/MGR/DM Post:** Four years Full Time Engineering Degree (BE, B Tech) with 55% 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. **For DGM Post:** Four years Full Time Engineering Degree (BE, B Tech) / Four years Full Time BSc (Engineering) with 55% Overall Marks. Lateral entry to 3rd semester of 8 semester courses / 2nd year of 4 years course will also be considered as equivalent qualification.
- iii. **Grouping of Disciplines in Engineering Degree – Technical disciplines**
 - Mechanical – Mechanical/Mechanical & Industrial Engg./Mechanical & Production Engg./Marine Engg.
 - Electrical – Electrical/Electrical & Electronics/Electrical & Instrumentation
 - Electronics – Electronics/Electronics & Communication/Applied Electronics & Instrumentation/Electronics & Telecommunication/Electronics & Instrumentation/Instrumentation & Control
 - Civil – Civil/Civil & Structural/Structural
 - Naval Architecture – Naval Architecture/Naval Architecture & Shipbuilding/Naval Architecture & Ocean Engg./Naval Architecture & Marine Engg./Ocean Engg. & Naval Architecture/Naval Architecture & Offshore Engg.
 - Marine Engineering - Marine Engineering.
 - Production- Production Engineering/Production Engineering & Management/Production & Industrial Engineering/Manufacturing Technology/Engineering.
- iv. 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 (for Technical posts) and both Graduate & Post graduate Degree (for non-technical post) would be of full time only. No Part Time/Correspondence course will be accepted.
- v. Post graduate integrated Degree Courses will also be allowed for Engineering disciplines in Technical posts. The integrated Professional Technical/ non-Technical qualification should be of 5 years duration after 10+2 qualification.

- vi. AICTE / UGC / Government of India recognized / approved Degree / Diploma / PG Degree / PG Diploma 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.

2. MAXIMUM AGE LIMIT

- i. Maximum age limit for applicants under UR Category is **52 years for GM, 48 years for DGM, 42 years for Manager, and 35 years for Deputy Manager as on 01 August 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 each post.

3. RESERVATION

- i. Reservation for SC / ST / OBC / PWD/EWS as 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 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 **20 September 2019**. The envelope containing the application and supporting documents should be super-scribed with **“GRSE Employment Notification No. OS: 02/2019”** 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 **20 September 2019** 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 all posts 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) (a) **From Navy/Army/ Air Force/ Coast Guard equivalent post & grade**

Posts	Grade	Pay Scale of the posts advertised	Rank (Navy/Army/Air Force)
GM	E-7	100000-3%-260000	Commodore or equivalent. Captain drawing Commodore grade pay.
DGM	E-5	80000-3%-220000	Commander or equivalent
MGR	E-3	60000-3%-180000	Lieutenant or Equivalent
DM	E-2	50000-3%-160000	Sub-Lieutenant or Equivalent

(b) **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
GM	E-7	100000-3%-260000	130600-215900	90000-3%-240000/ (E-6)
DGM	E-5	80000-3%-220000	78800-209200	70000-3%-200000/ (E-4)
MGR	E-3	60000-3%-180000	69400-207200	50000-3%-160000/(E-2)
DM	E-2	50000-3%-160000	56100-177500	40000-3%-140000/ (E-1)

(ii) **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
GM (E-7)	23.00 Lakhs (E-6/AGM)
DGM (E-5)	17.89 Lakhs (E-4 / SM)
MGR (E-3)	12.83 Lakhs (E-2/DM)
DM (E-2)	10.30 Lakhs (E-1/AM)

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, Gratuity etc. are admissible as per the Company's Rules. **The present CTC per annum for GM (E-7) is 25.53 Lakhs (approx.), for DGM (E-5) is 20.47 Lakhs (approx.), for MGR (E-3) is 15.36 Lakhs (approx.), and for DM (E-2) is 12.83 Lakhs (approx.). 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 will be paid travel re-imbursment Airfare by Economy Class (both ways) at actual for the post of GM, AC-II tier railway fare for the posts of DM, MGR, DGM on both ways at actual (by shortest route from place of residence / place of work to Kolkata) whichever is less 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 if any will be issued in GRSE website only 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, experience etc. 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 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.

8. **IMPORTANT DATES**

<u>Sl.</u>	<u>Details</u>	<u>Dates</u>
(a)	Start date for Online Registration	19 August 2019 (14:00 hrs.)
(b)	Closing date for Online Registration	08 September 2019 (11:59 hrs.)
(c)	Remittance of application fees in Bank (SBI) (during Banking hours on working days)	21 Aug 19 to 10 Sep 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.	20 September 2019
