



**गार्डेन रीच शिपबिल्डर्स एण्ड इंजिनियर्स लिमिटेड Garden Reach Shipbuilders & Engineers Limited**

(A Govt. of India, Ministry of Defence, Undertaking)

CIN NO. : L35111WB1934GOI007891

Regd.& Corporate Office: GRSE Bhavan, 61, Garden Reach Road, Kolkata – 700024 ; Website: [www.grse.in](http://www.grse.in)

**EMPLOYMENT NOTIFICATION NO. OS: 03/2022**

**(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:

**Opening date for Online registration: 14 Sep 2022 (from 14:00 Hrs.)**

**Closing date for Online registration: 28 Sep 2022 (upto 23:59 Hrs.)**

<b><u>Sl. No.</u></b>	<b><u>Name of Post (Grade)</u></b>	<b><u>Scale of pay (IDA)</u></b>	<b><u>Max. Age as on 01 Sep 2022</u></b>	<b><u>Discipline/ Posts/ Reservation</u></b>	<b><u>Essential Qualification</u></b>	<b><u>Minimum Years of post-qualification experience as on 01 Sep 2022</u></b>
A)	<b>Project Superintendent (CGM / E-8)  On Fixed Term Contractual Basis for 03 years extendable maximum of another 02 years.</b>	<b>120000-3%-280000</b>	<b>54 yrs.</b>	<b>Technical-02 (UR)</b>	Four years full time degree in Engineering or equivalent with First class or 60% overall marks in the discipline of Mechanical / Naval Architecture.  [For detailed qualification grouping, please refer Note – 1 A (ii)]  Desirable- 1 year Post Graduate Diploma in Naval Construction/ Marine Technology	i. 24 years' post qualification experience out of which at least 15 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 GM Grade (E-7) for minimum 2 years.  iv. For details refer Note 6.

**NOTE:**

Officers engaged in Fixed Term Contract cannot claim permanency and will not be considered for promotion. However, in later part of recruitment, if it is seen that requirement will be for a longer period, they may be absorbed in the permanent roll based on the proven track record of their performance and subject to

Organizational requirement and availability of vacancies. A maximum of 50% of such recruitees could be absorbed in the equivalent induction grade in Officer Category.

**1. A. EDUCATIONAL QUALIFICATION**

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

**ii. Grouping of Disciplines in Engineering Degree**

- Mechanical – Mechanical/ Mechanical & Industrial Engg./ Mechanical & Production Engg./ Marine Engg.
- Naval Architecture – Naval Architecture/Naval Architecture & Shipbuilding/ Naval Architecture & Ocean Engg./Naval Architecture & Marine Engg./Ocean Engg. & Naval Architecture/Naval Architecture & Offshore Engg.

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. Post graduate integrated Degree Courses will also be allowed for Engineering disciplines. The integrated Professional Technical qualification should be of 5 years duration after 10+2 qualification.

v. 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.

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. Candidates having Master degree in Engineering must possess the minimum qualification prescribed against the post.

viii. 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 Percentage 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 in the posts under UR Category is **54 years**. However, relaxation of age for Persons with Benchmark Disability (PwBD) / Ex-Serviceman will be as per Govt. rules. 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 mentioned against each post may be granted to any candidate to the 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 subject to the maximum age limit of 56 years.

### **3. RESERVATION**

- i. 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 The 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. SC/ST/OBC 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/grse2022**.
- ii. All candidates are required to apply **ONLINE** and upload documents supporting age, caste, education, experience etc. in the Online application. In addition to that, take print out of auto generated filled in Application Format, put their signature at designated places and send it along with self-attested copies of testimonials/certificates in support of Date of Birth, Caste, Educational & Professional qualification, Experience, CTC/Pay-scale, Ex-Serviceman, PH etc. through **ORDINARY POST** only to **Post Box No. 3076, Lodhi Road, New Delhi – 110003**, so as to reach within **10 Oct 2022**. The envelope containing the application and supporting documents should be super-scribed with "**GRSE Employment Notification No. OS: 03/2022**" 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** to the address mentioned above or produce **No Objection Certificate (NOC)** at the time of interview. A candidate may be interviewed without NOC but he/she will not be entitled to any pay-protection benefit and service transfer benefit on joining, if selected.
- iv. Please note that candidature of the candidate is liable to be cancelled if he / she submits 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/grse2022**.
- vii. **The selection will be through interview only.**

- 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 is Rs. 500/- which has to be remitted through online mode (Payment Gateway).** Applicants belonging to SC/ST/PwBD/Internal Candidates are exempted from payment of Application Fee.
- ii. No other mode of payment will be accepted.
- iii. The application fee is non-refundable and hence candidates are advised to ensure their eligibility for the post before applying.
- iv. Please refer “**Guidelines to Apply Online**” in the portal <https://jobapply.in/grse2022> for details regarding remittance of Application Fee.

## 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/Coast Guard)
Project Superintendent (CGM) (Fixed Term)	E-8	120000-3%-280000	Commodore or Equivalent. Captain drawing Commodore rank pay will also be eligible.

### (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 (Rs.)	IDA Pay Scales/ Grade (Rs.)
Project Superintendent (CGM) (Fixed Term)	E-8	120000-3%-280000	130600-3%-215900	100000-3%-260000

### (ii) From Private Sector:

The applicants working in private sector should indicate their salary head wise (monetary/cash part) which forms part of FORM 16 with supporting document. They should indicate their organization structure and their position in the organization hierarchy. The comparable gross salary (monetary/cash part) for the purpose of drawing equivalency in next lower grade of GRSE for a minimum period of 02 years, a lower variance up to maximum of 10% of CTC of equivalent grade in GRSE will be reckoned. The variance may be relaxed upto maximum of 25 % of CTC for Private sector candidates at the discretion of Management.

Post advertised for the Grade	CTC of immediate lower grade (Rs.)
Project Superintendent (CGM/E8) (Fixed Term)	27.33 Lakhs GM (E-7)

## 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 the advertised posts is given below:**

Post advertised for the Grade	CTC (Rs.)
Project Superintendent (CGM / E-8) (Fixed Term)	32.80 Lakhs

In addition, Performance Related Pay and Hospitalization benefit 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) Interview will be conducted through online / VC mode. However, if Outstation candidates called for interview, reimbursement of the travelling fare (both ways air-fare by economy class at actual) on production of Receipt/Ticket and Boarding Pass for incoming journey as per company's rule will be paid by GRSE.
- (x) 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 be issued in GRSE website only and no other communication will be made either in press or by any other mode.**
- (xi) Management reserves the right to call for any additional documentary evidence in support of education, experience, CTC/Pay-scale etc. of the applicants.
- (xii) **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.**

- (xiii) 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.
- (xiv) For any dispute, the Jurisdiction shall be Kolkata.
- (xv) For any other query, please e-mail to [recruitment@grse.co.in](mailto:recruitment@grse.co.in)

**8. IMPORTANT DATES**

<b><u>Sl.</u></b>	<b><u>Details</u></b>	<b><u>Dates</u></b>
(a)	Start Date for Online Registration	14 Sep 2022 (from 14:00 hrs.)
(b)	Closing Date for Online Registration	28 Sep 2022 (upto 23:59 hrs)
(c)	Remittance of Application fees	14 Sep 2022 to 28 Sep 2022
(d)	Receipt of hardcopy of application signed by candidate along with Certificates / testimonials in support of eligibility through Ordinary post only.	10 Oct 2022
(e)	Date of Interview	To be announced later

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