



Advt. No. 07/2023

FOR WEBSITE

GOA SHIPYARD LIMITED

CIN No. U63032GA1967GOI000077

SHIPBUILDERS, SHIPREPAIRERS & ENGINEERS

(A Government of India Undertaking-Ministry of Defence,

Schedule 'B' Mini Ratna Category-I Company)

(ISO 9001-2015, 14001:2015, 45001:2018 Certified Company)

Regd. Off.: VADDEM, VASCO-DA-GAMA, GOA – 403 802

Tel.: (0832) 2512152-56; Website: www.goashipyard.in

Unmatchable Track Record of Execution & Delivery

GSL is a Central Public Sector Undertaking under Ministry of Defence and is a Schedule 'B' Mini Ratna Category-I Company, engaged in designing and building Ships for Indian Navy, Indian Coast Guard and for other customers including friendly foreign countries. GSL invites online applications from qualified, talented and Young Indian Nationals for the following posts under different disciplines. Eligible & Interested candidates are required to apply online through our website www.goashipyard.in

A. Direct Recruitment - Regular Employment Posts

Sr. No.	Name of the post	Essential Educational Qualification	Upper age Limit as on 30.11.2023 (in years)
Scale of Pay (IDA – Revised 2017) & Grade - Rs.40000 – 140000(E-1)			
1	Management Trainee (Mechanical)	Full time Regular Bachelor of Engineering (B.E.) / Bachelor of Technology (B. Tech.) in Mechanical from a recognized University / Institution with minimum First class or 60% marks or equivalent CGPA.	33 years for SC/ST 31 years for OBC 28 years for UR/EWS
2	Management Trainee (Electrical)	Full time Regular Bachelor of Engineering (B.E.) / Bachelor of Technology (B. Tech.) in Electrical from a recognized University / Institution with minimum First class or 60% marks or equivalent CGPA.	
3	Management Trainee (Electronics)	Full time Regular Bachelor of Engineering (B.E.) / Bachelor of Technology (B. Tech.) in Electronics from a recognized University / Institution with minimum First class or 60% marks or equivalent CGPA.	

4	Management Trainee (Naval Architecture)	Full time Regular Bachelor of Engineering (B.E.) / Bachelor of Technology (B. Tech.) in Naval Architecture from a recognized University / Institution with minimum First class or 60% marks or equivalent CGPA.
5	Management Trainee (Human Resources)	Graduate in any discipline with 2 years full time Regular MBA/MSW/PG Degree/Diploma from a recognized University/AICTE approved institution with specialization in HRM/IR/Personnel Management/Labour and Social Welfare/Labour Studies/Social Work with minimum First class or 60% marks or equivalent CGPA.
6	Management Trainee (Finance)	Graduate AND qualified Chartered Accountant from Institute of Chartered Accountants of India (CA)/ Qualified Cost Accountant from Institute of Cost Accountants of India(ICMA).

B. No. of Vacancies & Reservation:

Sr. No	Name of the Posts	UR	OBC-NCL	SC	ST	EWS	PwBD	Total Vacancies*
1	Management Trainee (Mechanical)	4	3	3	1	1	-	12
2	Management Trainee (Electrical)	2	2	1	-	1	1 VH(LV)	7
3	Management Trainee (Electronics)	1	1	1	-	-	-	3
4	Management Trainee (Naval Architecture)	4	2	1	1	1	1 (HH)	10
5	Management Trainee (Human Resources)	1	1	1	-	-	-	3
6	Management Trainee (Finance)	2	1	-	-	-	-	3

*The above vacancies include backlog reserved vacancies also.

UR= Unreserved; SC= Scheduled Caste; ST= Scheduled Tribe; OBC=Other Backward Class (Non Creamy layer); EWS = Economically Weaker Section ;PwBD = Persons with Benchmark Disabilities (LV-Low Vision, HH- Hard of Hearing)

C. Additional Note for Educational Qualification:

Educational Qualification for Engineering Discipline:

- (i) Grouping of Disciplines in Engineering Degree – Technical Disciplines

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/ Naval Architecture & Offshore Engg./ Ocean Engg& Naval Architecture
Electrical	Electrical/Electrical & Electronics/Electrical & Instrumentation
Electronics	Electronics/ Electronics & Communication/Applied Electronics & Instrumentation/Electronics & Telecommunication/Electronics & Instrumentation/Instrumentation & Control.

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

- (ii) Candidates studying in the Final Year may also apply, provided they get at least 60% or more (aggregate marks till the last semester). However, before joining the Company they should complete their final year in 1st class and shall submit documentary proof of having completed the qualifying degree with required percentage of marks specified in this Advertisement at the time of joining failing which their candidature will be cancelled.
- (iii) For CA/ICMA candidates acquiring their professional degree with minimum Pass percentage are eligible.
- (iv) The date of declaration of result / issuance of passing certificate shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account.

(v) Wherever CGPA/OGPA/CPI or letter Grade in a degree is awarded, equivalent percentage of marks should be indicated in the application as per the norms adopted by the Institute/ University. Candidate is required to obtain a certificate to this effect from the Institute/ University which shall be required to be submitted at the time of selection process.

D. CRITERIA FOR SELECTION:

- i. The Candidates who meets the eligibility criteria as decided by the Management depending on the response to the advertisement will have to appear for a written test.
- ii. The written test may be conducted through Computer based Test (CBT) or Pen Paper based Test (PBT).

Pattern of Written test:

Types of Questions	Marks	Remarks
Part-I Discipline Knowledge Questions	60	<ul style="list-style-type: none"> • Duration of Written test – 60 minutes • Question paper language - Bi-lingual (English and Hindi). • Question paper type - Objective type with Multiple Choices Questions.
Part-II General Management Aptitude Test (Mental Ability, Reasoning, English, Data Analysis, Numerical Ability etc.)	25	
Total	85	

- iii. Candidates who have scored 50% or above in written test for UR & EWS category and 45% or above for SC/ST/OBC-NCL/PWD category will be shortlisted for Document verification followed by interview.
- iv. Further, depending upon the performance of the candidates in written test, in case of more candidates, Management may decide to shortlist the candidates in the ratio of 1:5 to be called for Document verification/ interview subject to minimum passing marks as stated above.
- v. Interview will be for 15 marks. The Qualifying marks for Interview is 50% or above for UR & EWS and 45% or above for SC/ST/OBC-NCL/PwBD. Selection will be made for the candidates qualified in Interview, considering the overall aggregate marks in written

- test & Interview in the order of merit following extent reservation guidelines. In case of a tie thereafter, relative merit shall be decided based on seniority in age.
- vi. The selected candidate will undergo “On the Job training” for a period of one year which may be extended if necessary.

E. Emoluments: Annual CTC

- i. During the training period the candidate will be paid a basic pay of ₹ 40000/- per month in the pay scale of ₹. 40000-3%-140000 (E-1 grade) plus other allowances / benefits like DA (at present 43.8%), HRA (at Goa 18%), Perks & allowances (35%) and other benefits as applicable to Management Trainees in accordance with the GSL policy.
- ii. On satisfactory completion of training, based on the company’s requirement subject to availability of vacancies and depending upon the performance during the training period, they may be considered for absorption as Assistant Manager in the E-1 grade carrying pay scale of ₹ 40000-3%-140000 as per Company Policy. On absorption in the Assistant Manager grade they will be given one increment in the scale. All Management Trainees considered for absorption as Assistant Manager will be on probation for a period of one year from the date of absorption as Assistant Manager.
- iii. CTC for Management Trainee period and on absorption is as follows:

Management Trainee Period	Rs.11.36 lakhs per annum
On Absorption to Assistant Manager Grade	Rs. 15.05 lakhs per annum

- iv. The Management trainees will be entitled to full medical benefits as available to other Officers of the Company through Contributory Medical Insurance Policy which includes OPD & Hospitalisation.
- v. In addition, other benefits like Accident Insurance Coverage, Welfare items, etc. will be applicable as per Company Rules.

F. SECURITY DEPOSIT FOR MANAGEMENT TRAINEES

Candidates joining GSL as Management Trainee (Grade-E1) will be required to pay to the Company a Security Deposit of 20% of their Basic pay and DA (as applicable at the

time of joining) for two years which will be deducted from the monthly pay and will be refunded on completion of 03 years of service (including the training period) with normal bank interest. This deposit will be forfeited if the trainee leaves the Company before completion of three years as above.

G. PLACE OF POSTING

The posting shall be at GSL/any other GSL units/project sites as desired by GSL. However, depending upon project requirements, the candidates are liable to be transferred within different units of GSL. The appointment to the post carries with it the obligation to serve in any department of GSL or on-board ships or in any of the units / work sites/ projects undertaken in any part of India or abroad as the case may be.

H. RESERVATIONS:

- i. Candidates from reserved category fulfilling eligibility criteria may also apply for the posts earmarked for UR as per Govt. Rules. Such 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.
- ii. Candidates from reserved category will have to submit caste certificate, in the Prescribed Proforma meant for “**Appointment to posts under the Government of India**” from the designated authority indicating clearly the candidate’s caste, the Act/Order under which the caste is recognized as SC/ST/OBC (NCL) and the Village/Town the candidate is ordinarily a resident of. The OBC (NCL) certificate should not be more than 06 months old at the time of joining.
- iii. Reservation to Economically Weaker Sections (EWS) is governed by Office Memorandum No. 36039/1/2019-Estt(Res) dated 31.1.19 of Department of Personnel & Training, Ministry of Personnel, Public Grievance & Pensions, Government of India; In respect of Candidates belonging to EWS Category, the Income and Asset Certificate issued by the designated authority shall be valid for the Financial Year 2023-24.

- iv. The candidates under PwBD category will have to submit the disability certificate from the designated authority as stipulated in Rights of Persons with Disabilities Act, 2016 indicating clearly the percentage of disability.
- v. If the SC/ST/OBC (NCL)/PwBD certificate has been issued in a language other than English/Hindi, the candidates will be required to submit a self-certified translated copy of the same either in English or Hindi. GSL reserves the right to verify the genuineness of the certificate and in case it is found to be false penal action will be taken against such candidates as per rules of GSL and Government guidelines as applicable.
- vi. Ex-Servicemen can also apply against the advertised posts subject to fulfilling the eligibility criteria. Their candidature will be considered as per Government guidelines in vogue.
- vii. Concessions & relaxations will be granted to PwBD candidates applying against the said posts. Their candidature will be considered as per Government guidelines in vogue.

I. AGE RELAXATION:

- i. Relaxation in age limit for PwBD/Ex-Servicemen will be as per Government of India guidelines in force.
- ii. Internal candidates may get additional relaxation for age as per GSL rules.

J. GENERAL CONDITIONS:

- 1) The candidates are advised to make sure that they are meeting the eligibility requirements as per the vacancy notification for the posts before submitting the applications.
- 2) The candidates may note that the applications are to be made through online application system as per the instructions given. Applications made in any other manner shall not be considered and shall be summarily rejected. Management will not be responsible for any application which is not received through online system.

- 3) An application fee of ₹ 500/- (**Non-Refundable**) is to be paid online through SBI e-pay (by debit card/ credit card/ net banking etc.). Application without prescribed fees shall be liable for rejection. SC/ST/PwBD/Ex-Servicemen candidates are exempted from payment of application fee, as per Government of India rules. No fee is required to be paid by internal candidates who apply for the said posts.
- 4) The candidates applying for more than one post have to submit separate applications along with the prescribed application fee for each post.
- 5) Application fee is non-refundable; therefore candidates are requested to verify their eligibility thoroughly before making any payment. The candidature of applicants submitting fee of lesser amount or depositing fee through any other mode other than the prescribed method, will be rejected. The application fee paid by the ineligible candidates shall be forfeited and no correspondence shall be entertained in this regard.
- 6) Mere fulfilment of qualifications and other requirements as applicable for the respective post does not entitle a candidate to be called for selection process.
- 7) GSL 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.
- 8) Management reserves the right to fill or not to fill the post/s and also to fill up future vacancies, if any, from the valid panel of selected candidates as per the rules of the company. GSL Management in its sole discretion reserves the right to increase / reduce the number of vacancies notified. In case sufficient candidates have not applied or sufficient candidates are not provisionally shortlisted after scrutiny, GSL management reserves the right to cancel the Selection Process.
- 9) Outstation candidates qualified for interview post Document Verification will be reimbursed to and fro sleeper class rail fare/ bus fare by the shortest route from their nearest railway station (as registered by them in the Online Application System) to Goa Shipyard Limited, only on production of proof of journey (Hard copy of Tickets) as per rules of the Company. Further SC/ST candidates on appearing for a written test will be

reimbursed to and fro sleeper class rail fare/ bus fare by the shortest route from their nearest railway station (as registered by them in the Online Application System) to Goa Shipyard Limited, only on production of proof of journey (Hard copy of Tickets) as per rules of the Company.

- 10) Payment of TA shall be made through ECS mode only and candidates are expected to bring necessary details for processing the payment through ECS mode. Application format along with ECS form is available on our website under the heading “**Notice Board - Careers - Advertisement**”.
- 11) Interim enquiries will not be entertained.
- 12) Canvassing in any form will be a disqualification of their candidature.
- 13) Management reserves the right to raise the eligibility criteria for short listing the applications. Management further reserves the right to decide the criteria for screening of applications and internal rules & regulations and / or the procedures as per the past practice will be followed.
- 14) Management reserves the right to call for any additional documentary evidence in support of education, etc. of the applicants.
- 15) 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 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.
- 16) Management reserves the right to reject the candidature if it is found that false or fabricated information is furnished in the application. The selection of any candidate is liable to be cancelled even after his/her selection on confirming that any information submitted by the candidate is false / fabricated.
- 17) Management reserves the right to cancel the advertisement and/or the selection process thereto without assigning any reason.

- 18) Only ONLINE applications received through GSL recruitment portal will be considered. Applications received without following the online process or through any other mode will not be entertained.
- 19) Corrigendum, if any, will be uploaded on our website only. Candidates are requested to check our website (www.goashipyard.in) regularly under the heading “**Notice Board - Careers - Advertisement**”.
- 20) Call letters for selection process will be sent only through E-mail to shortlisted candidates’ registered Email ID which should be valid and operative. The candidates are requested to login to their E-mail Id and check regularly.
- 21) Information regarding names of eligible candidates, date of selection, names/roll number of selected candidates etc. will be hosted on the website under the heading “Notice Board - Careers - Advertisement” for which the candidates are requested to visit our website regularly.
- 22) Management will not be responsible for non receipt of email and loss of their E-mail ID and password.
- 23) Upper age limit will be considered as on **30.11.2023**
- 24) In the event of finding difficulty to apply online the candidates may contact us through **Email: recruitment@goashipyard.com**
- 25) Applications filled online contrary to instructions given shall be rejected.
- 26) For any dispute, the Jurisdiction shall be Goa only.

K. INSTRUCTIONS FOR APPLYING ONLINE

Visit our website www.goashipyard.in and under the link **Notice Board- ‘careers’** click the link **‘GSL Careers’**. Click on ‘Apply Now’ button and select the post you wish to apply for. You are advised to go through the eligibility criteria and the Terms and Conditions of the advertisement before applying online.

Please keep scanned copy (preferably JPG/PDF format) of the following documents before proceeding to fill up the Online Application:

- i. Passport size color Photograph with light background (preferably white) without any obstacle covering/obstructing the face and eyes. Size of the file should be below 450 kb.
- ii. Candidate's signature should be on a plain white paper with black ink. The signature should not be digitalized. It should be scanned copy of your own signature on paper with pen. Size of the file should be below 450 kb.
- iii. Scanned copy of SSC certificate as proof of date of Birth not more than 500 kb in size.
- iv. Scanned copy of Educational qualification mark sheet & degree not more than 1 MB.
- v. Scanned copy of Caste/Disability certificate not more than 500 kb.
- vi. Scanned copy of experience certificates not more than 1 MB.
- vii. Scanned copy of Online Transaction Receipt not more than 500 kb.
- viii. Scanned copy of Aadhar Card not more than 500 kb.

L. INSTRUCTIONS FOR ONLINE PAYMENT

- i. After completion of Personal information in online application form the candidates have to fill the Payment details and make the online payment of application fees.
- ii. An application fee of ₹ 500/- (Non-Refundable) is to be paid online through SBI e-pay (by debit card/ credit card/ net banking etc.). Application without prescribed fees shall be liable for rejection. SC/ST/PwBD/Ex-Servicemen candidates are exempted from payment of application fee, as per Government of India rules. No fee is required to be paid by internal candidates who apply for the said posts.
- iii. After submitting your payment information in the online application form, please wait for the intimation from the server. Do not press back or refresh button in order to avoid double charges.
- iv. On successful completion of the transaction, "Fee receipt" would be generated. Candidates have to download and take print of fee receipt.
- v. Non-generation of 'Fee Receipt' indicates PAYMENT FAILURE. In case of failure of payment, candidates are advised to login again and repeat the process payment.

M. Other Information for candidates with regard to online application:

- i. After filling up the data in the Online Application System and checking the Terms & Conditions check box , on clicking the submit button, the candidate will not be allowed to edit his application details.
- ii. After completion of online application form, the candidates are required to mandatorily take print out of auto generated filled in Application Form as the same is required to be produced for subsequent Selection Process.
- iii. **Online Application opens from 00.00 hrs on 03.01.2024 and closes at 17.00 hrs on 02.02.2024.**
