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गार्डन 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 गार्डन रीच रोड, कोलकाता-700024 43/46 Garden Reach Road, Kolkata - 700024

(EMPLOYMENT NOTIFICATION NO. OS: 01/14)

(DETAILED ADVERTISEMENT)

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

Opening Date for Online registration : 30 Apr 2014

Closing Date for Online registration : 15 May 2014

<u>Name of Post (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age As on 01 May 2014</u>	<u>Discipline/Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Post Qualification Experience as on 01 May 14</u>
General Manager (E-7)	43200-3%-66000	52 yrs.	Production (UR-01)	Engineering Graduate or equivalent in Civil/Mechanical / Electrical /Naval Architecture discipline preferably with post graduate degree in Naval Architecture.	22 years relevant experience in reputed large organization preferably in shipbuilding / ship repair out of which 2 years in immediate lower grade. Naval officers of the rank of Commodore / Captain drawing Commodores rank pay or equivalent rank of officers from other Defense forces fulfilling the eligibility criteria may also apply.
General Manager (E-7)	43200-3%-66000	52 yrs.	Corporate Planning (OBC-01)	Engineering Graduate or equivalent in Civil/Mechanical / Electrical /Naval Architecture discipline preferably with post graduate degree / Diploma in Naval Architecture / Business Administration.	22 years experience in manufacturing and marketing / sales service preferably in shipbuilding/ projects, out of which 2 years in immediate lower grade. Naval officers in the rank of Commodore / Captain drawing Commodores rank pay or equivalent rank of officers from Armed services fulfilling the eligibility criteria may also apply.

Addl. General Manager (E-6)	36600-3%-62000	50 yrs.	Material (OBC-01)	Engineering Graduate or equivalent in Mechanical / Electrical /Production/ Naval Architecture discipline. MBA / PG Diploma in Material Management / Supply Chain / Operations / Logistics Management will be preferred.	20 years experience including minimum 5 years in Material Management in Manufacturing Industry of repute. Out of total experience 2 years should be in immediate lower grade. Captain in Indian Navy or equivalent rank of officers from other defense forces fulfilling the eligibility criteria may also apply. Captain (TS) in Navy and Commander with requisite seniority meeting the experience and qualification criteria are also eligible.
Deputy General Manager (E-5)	32900-3%-58000	48 yrs.	Naval Construction (UR-01)	Engineering Graduate or equivalent in Naval Architecture	15 years experience in shipbuilding and ship design, out of which 2 years in immediate lower grade. Commanders or equivalent rank of officers from Armed services fulfilling the eligibility criteria may also apply.
Deputy General Manager (E-5)	32900-3%-58000	48 yrs.	Material (SC-01)	Engineering Graduate or equivalent. in Mechanical / Electrical / Production discipline. MBA / PG Diploma in Material Management / Supply Chain / Operations / Logistics Management will be preferred.	15 years experience including minimum 5 years in Material Management in Manufacturing Industry of repute. Out of total experience 2 years should be in immediate lower grade. Commanders or equivalent rank of officers from Armed services fulfilling the eligibility criteria may also apply.
Deputy General Manager (E-5)	32900-3%-58000	48 yrs.	Technical (OBC-01)	Engineering Graduate or equivalent in Mechanical /Electrical	15 years relevant experience in reputed large organization preferably in shipbuilding / ship repair out of which 2 years in immediate lower grade. Commanders or equivalent rank of officers from Armed services fulfilling the eligibility criteria may also apply.
Deputy General Manager (E-5)	32900-3%-58000	48 yrs.	Finance (UR-01)	CA / ICWA	15 years relevant experience in Manufacturing Industries out of which 2 years in immediate lower grade.
Deputy General Manager (E-5)	32900-3%-58000	48 yrs.	Regional Office (Mumbai) (UR-01)	Engineering Graduate or equivalent in Mechanical/ Electrical / Naval Architecture.	15 years experience preferably in Ship Building / Ship Repairing, out of which 2 years should be in immediate lower grade. The incumbent must be conversant in dealing with Naval / Coast Guard Authorities, CDA Navy, Cargo clearance by Air & Sea, liaisoning with various Materials Organizations/ Authorities. Commanders or equivalent rank of officers from Armed services fulfilling the eligibility criteria may also apply.

Deputy General Manager (E-5)	32900-3%-58000	48 yrs.	Human Resource (ST-01)	MBA with specialization in HR or Graduate with PG Degree in Social Work/ Labour Welfare/ Industrial Relations/ Personnel Management or PG Diploma in HR/IR/Social Work/ Labour Welfare/ Personnel Management discipline. LLB qualification will be an added advantage.	15 years relevant experience in handling different HR matters including IR, Contract labours etc. in large industries out of which 2 years in immediate lower grade.
Senior Manager (E-4)	29100-3%-54500	45 yrs.	Commercial & Corporate Planning (UR-01)	Engineering Graduate or equivalent in Civil/Mechanical / Electrical /Naval Architecture discipline preferably with post graduate degree / diploma in Business Management with specialization in Strategic Planning / Marketing.	11 years experience including minimum 5 years in marketing / business development of engineering products in large manufacturing / engineering industries out of which 2 years in immediate lower grade. Or Master Degree in Engineering in concerned discipline with 9 years similar experience as mentioned above out of which 2 years in immediate lower grade. Naval officers of Lieutenant Commanders or officers of equivalent rank from other Defence forces fulfilling the eligibility criteria may also apply.
Senior Manager (E-4)	29100-3%-54500	45 yrs.	Dock (UR-01)	Graduate degree with Master Home Trade (Coastal) Certificate of Competency with 1 st Class Inland Master Or Graduate with Inland Master Certificate of Competency issued by MMD, Kolkata	11 years experience on board ship as In-charge of the vessel after obtaining Certificate of Competency and Graduate degree out of which 2 years in immediate lower grade. Naval officers of Lieutenant Commanders or officers of equivalent rank from other Defence forces fulfilling the eligibility criteria may also apply.

Senior Manager (E-4)	29100-3%-54500	45 yrs.	Material (UR-01 & SC-01)	Engineering Graduate or equivalent in Mechanical / Electrical /Production/ Naval Architecture discipline. MBA / PG Diploma in Material Management / Supply Chain / Operations / Logistics Management will be preferred.	11 years experience including minimum 5 years in Material Management in manufacturing industry of repute, out of which 2 years in immediate lower grade. Or Master Degree in Engineering in concerned discipline with 9 years similar experience including minimum 5 years in Material Management out of which 2 years in immediate lower grade. Naval officers of Lieutenant Commanders or officers of equivalent rank from other Defence forces fulfilling the eligibility criteria may also apply.
Senior Manager (E-4)	29100-3%-54500	45 yrs.	Technical (OBC-01)	Engineering Graduate or equivalent in Civil/Mechanical / Electrical /Naval Architecture discipline preferably with post graduate degree in Naval Architecture	11 years relevant experience preferably in shipbuilding industry / ship repair industry, out of which 2 years in immediate lower grade. Or Master Degree in Engineering in concerned discipline with 9 years relevant experience out of which 2 years in immediate lower grade. Naval officers of Lieutenant Commanders or officers of equivalent rank from other Defence forces fulfilling the eligibility criteria may also apply.
Senior Manager (E-4)	29100-3%-54500	45 yrs.	Human Resource (UR-01 & OBC-01)	MBA with specialization in HR or Graduate with PG Degree in Social Work/ Labour Welfare/ Industrial Relations/ Personnel Management or or PG Diploma in HR/IR/Social Work/ Labour Welfare/ Personnel Management discipline. LLB qualification will be an added advantage.	11 years relevant experience in handling different HR matters including IR, Contract labours, welfare etc. in industry out of which 2 years in immediate lower grade.

SC= Scheduled Caste; ST=Scheduled Tribe; OBC= Other Backward Class; UR=Un-reserved

NOTE :

- i. **Grouping of Engineering Degree** : BE, B.Tech, Four years B.Sc. (Engineering), AMIE
- ii. **Qualification Grouping of Engineering Degree** – Technical disciplines.
 - Mechanical : Mechanical
 - Electrical : Electrical, Electrical & Electronics, Electrical & Instrumentation
 - Production : Production
 - Naval Architecture : Naval Architecture, Ocean Engineering & Naval Architecture, Naval Architecture & Shipbuilding
 - Industrial Engineering : Industrial Engineering, Industrial & Production Engineering
 - Civil : Civil
- iii. Candidates having Master degree in engineering must possess the minimum qualification prescribed against the post.
- iv. Reservation for SC/ST/OBC/PH as applicable has been indicated against each post. However, candidates from reserved categories fulfilling eligibility criteria may also apply for the posts earmarked for UR as per Government Rules.
- v. Persons with 40% disability having handicapped certificate issued from Competent Authority can apply for the post in accordance with provision of Para 25 of DOP&T OM No. 36035/3/2004 - Estt (Per) dated 29 Dec 05.
- vi. Two years full time degree or three years part time Post-Graduate Degree / PG Diploma qualification will only be considered.
- vii. Degree / Diploma as referred above are those, which have been awarded by University / Institution recognized by Government of India.
- viii. Working knowledge in Computer is essential for all posts.
- ix. The experience mentioned against the post excludes any kind of traineeship including Management Trainee / Graduate Engineer Trainee etc.
- x. Relaxation of age for SC / ST / OBC / PH / Ex-Servicemen as per Govt. rules. The upper age limit shall be relaxed by five years for internal candidates.
- xi. In addition to Basic pay, Industrial DA, HRA, other perks, LTA, CPF, Medical facilities, Gratuity etc. are admissible as per the Company's Rules. The present CTC PA approx in different grades are as (Rs. in lakhs) : SM-12.3, DGM-13.9, AGM-15.7 & GM-18.5.
- xii. Excellent career opportunities are available for deserving candidates.
- xiii. 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.
- xiv. Option of Hindi medium shall be given in all selection tests / interview.
- xv. Serving candidates of Govt. / Semi-Govt. / PSUs / Autonomous Organization must apply THROUGH PROPER CHANNEL or produce NOC at the time of interview. Last pay drawn of such officers will be protected in accordance with Govt. guidelines.
- xvi. Outstation candidates called for interview for the posts of Senior Manager, Deputy General Manager and Additional General Manager will be paid both ways 2 Tier AC railway fare or actual (shortest route) whichever is less and for General Manager by Air (Economy).
- xvii. The equivalent Pay Scales in the various grades on both CDA and IDA are given below:

Posts	Grade	CDA Pay Scales	IDA Pay Scales
Mgr.	E-3	15600-39100-PB3-GP 6600	24900-50500
SM	E-4	15600-39100-PB3-GP 7600	29100-54500
DGM	E-5	37400-67000-PB4-GP 8700	32900-58000
AGM	E-6	37400-67000-PB4-GP 8700	36600-62000

- xviii. The applicants working in private sector should be drawing CTC (only monetary / cash part) comparable to immediate lower grade. They should indicate their organization structure and their position in the organization hierarchy.
- xix. The procedure of application and other details will also be placed in GRSE Website: www.grse.nic.in

- xx. **How to apply:**
- a) Candidates has to submit application ONLINE through ‘Career section’ of GRSE website www.grse.nic.in or on <https://jobapply.in/grse2014>
 - b) 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 to **Post Box No. 4334, Kalkaji Head Post Office, New Delhi – 110019** along with self-attested copies of testimonials / certificates in support of Date of Birth, Category, Educational, Professional qualification and Experience, through **ORDINARY POST** only within the due date of **22 May 14**. The envelope containing the application and supporting documents should be super-scribed with “Empl. Notification No. OS:01/14” and “Post Applied for”.
 - c) Please note that candidature of the candidate is liable to be cancelled if he/she submits more than one application for same post.
 - d) GRSE will not be responsible for any postal delay.
 - e) Candidates applying through proper channel are required to forward the auto generated filled in Application Format, along with supporting documents as mentioned at Sl.No. xx (b) as an ADVANCE COPY within the due date of **22 May 14**. Thereafter auto generated application format may be forwarded through proper channel to General Manager (HR), GRSE Ltd. 43/46 Garden Reach Road, Kolkata – 700024. The envelope containing the application and supporting documents should be super-scribed with “Empl. Notification No. OS:01/14” and “Post Applied for”.
 - f) **Incomplete application / application without supporting documents is liable to be rejected.**
- xxi. For any dispute, the Jurisdiction shall be Kolkata.
- xxii. 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.
- xxiii. Management reserves the right to call for any additional documentary evidence in support of education, experience etc. of the applicants.
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