

HINDUSNTAN SHIPYARD LIMITED : : VISAKHAPATNAM – 530 005

(A Government of India Undertaking)

ADVT. NO.PD/E/0102/02/2013 dated 03 Oct 2013

HSL is the pioneer Shipbuilding and Ship repair Yard functioning under the Ministry of Defence. The Company is looking for dynamic and result oriented personnel with proven track record for the following posts.

IMPORTANT DATES	
Date of commencement of ONLINE application for Experienced Posts. Post Codes: 02/2013/GM01, 02/2013/GM02, 02/2013/GM03, 02/2013/DGM01, 02/2013/DGM02, 02/2013/DGM03, 02/2013/CM01, 02/2013/MGR01, 02/2013/MED01	09 Oct 2013
Date of commencement of ONLINE application for Management Trainee Posts. Post Codes: 02/2013/MT01, 02/2013/MT02, 02/2013/MT03	14 Oct 2013
Last date for ONLINE submission for all posts (Once submitted, editing is not allowed)	31 Oct 2013 up to 1700 hrs
Last date for Edit / Saved application and resubmission for all post codes.	31 Oct 2013 up to 1700 hrs
Last date for submission of copy of the printed Online Application, DD along with mandatory enclosures by Post / Courier.	10 Nov 2013 up to 1700 Hrs

(I) GENERAL MANAGER (TECHNICAL) – 2 Posts (1- GEN & 1-SC)

POST CODE: 02/2013/GM01

Qualifications



(a) Essential

Should be an Engineering Graduate in Mechanical/ Electrical/ Electronics/ Naval Architecture/ Industrial Engineering with an aggregate of not less than 55% of marks in the qualifying exam.

(b) Desirable

Post Graduate in Engineering/ MBA will be preferred.

Experience

(a) Essential

- Should have at least 20 years of relevant professional experience in Design/ Construction/ repairs of Naval Vessels/ Submarines
- Candidates from Govt./PSUs should have a minimum of 3 years experience in one scale of pay below that of the post applied.

(b) Desirable:

- Knowledge of material procurement and various Ship borne equipments for Naval Vessels and Material Management.
- Knowledge of modern concepts of Shipbuilding and repairs, Marine Practices & Classification rules and regulations applicable
- Knowledge of various sophisticated welding procedures/ NDT Techniques etc.,

In case of candidates from Govt. Dept./ Armed Forces/ PSU in Central Dearness Allowance (CDA) pay scale, the equivalent pay-scale in the lower grade in both CDA & IDA (Revised) are given below;

Lower Post	IDA-PSU	CDA/ Govt	Post applied
Dy. Gen Mgr (E6)	Rs.36,600-62,000	Rs.37,400-67,000(PB-4) Grade Pay- Rs. 8700/-	Gen. Manager

(II) GENERAL MANAGER (DESIGNS) – 1 Post (GEN)

POST CODE: 02/2013/GM02

Qualifications

(a) Essential

Should be an Engineering Graduate in Mechanical/ Electrical/ Civil - with Post Graduate Degree/ Diploma in Naval Architecture or Degree in Naval



Architecture with an aggregate of not less than 55% marks in the qualifying exam.

(b) Desirable

MBA will be preferred.

Experience

(a) Essential

- Should have at least 20 years of relevant professional experience in Design/ Construction/ repairs of Naval Vessels/ Submarines.
- Candidates from Govt./PSUs should have a minimum of 3 years experience in one scale of pay below that of the post applied.

(b) Desirable

- Knowledge of modern concepts of Naval Shipbuilding, Marine Practices & Classification rules and regulations applicable for ships.
- Knowledge of various sophisticated welding procedures/ NDT Techniques etc.
- knowledge of Ship Project cost estimation and Shipbuilding contract finalization
- Working knowledge of CAD/CAM applications and shipbuilding software like TRIBON etc.

In case of candidates from Govt. Dept./ Armed Forces/ PSU in Central Dearness Allowance (CDA) pay scale, the equivalent pay-scale in the lower grade in both CDA & IDA (Revised) is given below;

Lower Post	IDA-PSU	CDA/Govt
Dy. Gen Mgr (E6)	Rs.36,600-62,000	Rs.37,400-67,000(PB-4) Grade Pay- Rs. 8700/-

(III) GENERAL MANAGER (PERSONNEL & ADMINISTRATION) – 1 Post (GEN)

POST CODE: 02/2013/GM03

Qualifications

(a) Essential



Graduate in any discipline with Post Graduate Degree/ Two year Post Graduate Diploma in Labour & Social Welfare or Labour studies or PM & IR or HR Management or MBA with Personnel Management awarded by recognized Universities/ Institutes registered with AICTE with not less than 50% of marks in qualifying examination.

(b) Desirable

Degree in Law.

Experience

(c) Essential

- Should have at least 20 years relevant professional experience in Personnel Management and Industrial relations functions in a large PSU/ Industrial Undertaking.
- Candidates from Govt./PSUs should have minimum 3 years experience in one scale of pay below that of the post applied.

(c) Desirable

- Experience in a Shipyard/ Dockyard and working knowledge of Telugu.
- Conversant with modern concepts of Personnel Management / Industrial Relations and be abreast of the latest trends in Labour Legislations and practices.
- Knowledge of computers, good communication and interpersonal skills.

In case of candidates from Govt. Dept./ Armed Forces/ PSU in Central Dearness Allowance (CDA) pay scale, the equivalent pay-scale in the lower grade in both CDA & IDA (Revised) is given below;

Lower Post	IDA-PSU	CDA/Govt
Dy. Gen Mgr (E6)	Rs.36,600-62,000	Rs.37,400-67,000(PB-4) Grade Pay- Rs. 8700/-

Age limit & Total emoluments for GM Posts:

50 years. Age will be relaxed for reserved categories as per Rules. In case of Ex-Servicemen, the upper age limit will be relaxed to the extent of number of years of service in the Armed Force. However, the resultant age after deducting the period of service from the actual age should not exceed the prescribed age limit by more than 3 years.



Total emoluments at the minimum will be Rs.88,850/-pm in the GM pay scale of Rs.43,200 – 66,000

(IV) DEPUTY GENERAL MANAGER (FINANCE) – 1 Post (OBC)

POST CODE: 02/2013/DGM01

Qualifications

(a) Essential

Graduate with a pass in the Final examination of the Institute of Chartered Accountants of India/ Institute of Cost & Works Accounts of India / SAS

Experience

(a) Essential

- Should have at least 16 years professional experience in dealing with Banks /Finance Institutions/ Govt. Regulatory bodies on all matters having financial implications, Taxation matters and assist the Corporate Management in effective Financial Management.
- Candidates from Govt./ PSUs should have a minimum of 3 years experience in one scale of pay below that of the post applied.

(b) Desirable

- Knowledge of computers, good communication and interpersonal skills.

In case of candidates from Govt. Dept./ Armed Forces/ PSU in Central Dearness Allowance (CDA) pay scale, the equivalent pay-scale in the lower grade in both CDA & IDA (Revised) is given below;

Lower Post	IDA-PSU	CDA/ Govt
Chief Mgr.	Rs.32,900-58,000	Rs. 37,400-67,000 (PB-4) Grade Pay-Rs.8000/- & above.

(V) DEPUTY GENERAL MANAGER (TECHNICAL) - 4 Posts (1-SC; 1-OBC; 2-Gen;)

POST CODE: 02/2013/DGM02

Qualifications



(a) Essential

Should be an Engineering Graduate in Mechanical/ Marine Engineering/ Electrical Engineering/ Naval Architecture with an aggregate of not less than 55% of marks in qualifying exam.

(b) Desirable

MBA will be preferred.

Experience

(a) Essential

- Should have at least 16 years of relevant professional experience in Design/ Construction/ repairs of Naval Vessels/ Submarines.
- Candidates from Govt./PSUs should have a minimum of 3 years experience in one scale of pay below that of the post applied.

(b) Desirable

- Knowledge of procurement of Ship borne equipments of Naval Vessels and Material Management.
- Knowledge of modern concepts of Naval Shipbuilding, Marine Practices & Classification rules and regulations applicable for Warships.
- Knowledge of various sophisticated welding procedures / NDT Techniques etc

In case of candidates from Govt. Dept./ Armed Forces/ PSU in Central Dearness Allowance (CDA) pay scale, the equivalent pay-scale in the lower grade in both CDA & IDA (Revised) is given below;

Lower Post	IDA-PSU	CDA/ Govt
Chief Mgr.	Rs.32,900-58,000	Rs. 37,400-67,000(PB-4) Grade Pay-Rs.8000/- & above.

(VI) DEPUTY GENERAL MANAGERS (SUBMARINE TECH) – 1 Post (GEN)

POST CODE: 02/2013/DGM03

Qualifications



(a) Essential

Should be an Engineering Graduate in Electrical/ Mechanical/ Electronics with an aggregate of not less than 55% of marks in qualifying exam.

Experience**(a) Essential**

- Should have at least 16 years professional experience.
- He should have 2 years work experience/exposure on major submarine refit or in submarine construction in Naval Dockyard / Shipyard / or in Submarine Overseeing Team.
- Candidates from Govt./ PSUs should have a minimum of 3 years experience in one scale of pay below that of the post applied.

(b) Desirable

- Knowledge of project management, software techniques.
- Knowledge of latest trends in repairs/ retrofitting techniques of Submarines.

In case of candidates from Govt. Dept./ Armed Forces/ PSU in Central Dearness Allowance (CDA) pay scale, the equivalent pay-scale in the lower grade in both CDA & IDA (Revised) is given below;

Lower Post	IDA-PSU	CDA/ Govt
Chief Mgr.	Rs.32,900-58,000	Rs. 37,400-67,000(PB-4) Grade Pay-Rs.8000/- & above.

Age limit & Total emoluments for DGM Posts:

48 years. Age will be relaxed for reserved categories as per Rules. In case of Ex-Servicemen, the upper age limit will be relaxed to the extent of number of years of service in the Armed Force. However, the resultant age after deducting the period of service from the actual age should not exceed the prescribed age limit by more than 3 years.

Total emoluments at the minimum will be Rs.75,422/-pm in the DGM pay scale of Rs.36,600-62,000.



(VII) CHIEF MANAGER (TECHNICAL) – 1 Post (ST)

POST CODE: 02/2013/CM01

Qualifications

(c) Essential

Should be an Engineering Graduate in Mechanical/Marine Engineering/ Electrical Engineering/ Naval Architecture with an aggregate of not less than 55% of marks in qualifying exam.

(d) Desirable

MBA will be preferred.

Experience

(c) Essential

- Should have at least 15 years relevant professional experience in Design/ Construction/ repairs of Naval Vessels / Submarines.
- Candidates from Govt./PSUs should have minimum 3 years experience in one scale of pay below that of the post applied.

(d) Desirable

- Knowledge of procurement of Ship borne equipments of Naval Vessels and Material Management.
- Knowledge of modern concepts of Naval Shipbuilding, Marine Practices & Classification rules and regulations applicable for Warships.
- Knowledge of various sophisticated welding procedures/ NDT Techniques etc

In case of candidates from Govt. Dept./ Armed Forces/ PSU in Central Dearness Allowance (CDA) pay scale, the equivalent pay-scale in the lower grade in both CDA & IDA (Revised) is given below;

Lower Post	IDA-PSU	CDA/ Govt
Mgr.	Rs.29,100-54,500	Rs. 15,600-39,100(PB-3) Grade Pay-Rs.7600/- & above.



Age limit & Total emoluments for CM Post:

45 years. Age will be relaxed for reserved categories as per Rules. In case of Ex-Servicemen, the upper age limit will be relaxed to the extent of number of years of service in the Armed Force. However, the resultant age after deducting the period of service from the actual age should not exceed the prescribed age limit by more than 3 years.

Total emoluments at the minimum will be Rs.67,888/- in the CM pay scale of Rs.32,900-58,000.

(VIII) MANAGER (PERSONNEL & ADMINISTRATION) - 2 Posts (1-GEN & 1-OBC)

POST CODE: 02/2013/MGR01

Qualifications**(a) Essential**

Graduate in any discipline with a Post Graduate Degree/ Two year Post Graduate Diploma in Labour & Social Welfare or Labour Studies or PM & IR or HR Management or MBA with Personnel Management awarded by recognized Universities/ Institutes registered with AICTE with not less than 50% marks in qualifying examination.

(b) Desirable

- Degree in Law.

Experience**(a) Essential**

- Should have at least 12 years relevant professional experience in Personnel Management and Industrial relations functions in a large PSU/ Industrial Undertaking.
- Candidates from Govt./ PSUs should have minimum 4 years experience in one scale of pay below that of the post applied.

(b) Desirable

- Experience in a Shipyard/ Dockyard and working knowledge of Telugu.
- Conversant with modern concepts of Personnel Management / Industrial Relations and be abreast of the latest trends in Labour Legislations and practices.
- Knowledge of computers, good communication and interpersonal skills.

Age limit & Total emoluments for Manager:

- (a) 42 years. Age will be relaxed for reserved categories as per Rules. In case of Ex-Serviceman, the upper age limit will be relaxed to the extent of number of years of service in the Armed Force, However, the resultant age after deducting the period of service from the actual age should not exceed the prescribed age limit by more than 3 years.
- (b) Total emoluments at the minimum of the pay scale of Manager will be Rs.60,330/- in the pay scale of Rs. 29,100 – 54,500

(IX) MEDICAL OFFICERS AT DY. MANAGER (E3)/ SENIOR MEDICAL OFFICER (E2)/ MEDICAL OFFICER (E1) – 3 Posts (1-Gen, 1-OBC& 1-PH(OH))

POST CODE: 02/2013/MED01

Qualifications

- (a) **Essential**
Candidate should have MBBS Degree and registered with Indian Medical Council.
- (b) **Desirable**
Preference will be given to those having Post Graduate Degree / Diploma in General Medicine/ Industrial Medicine/ OB & Gynecology/ Radiology/ Pediatrics. Only lady Doctors will be taken in OB & Gynecology discipline.

Experience / Age / Emoluments

- (a) Candidates should have worked in Medical Department of CPSEs with large industrial townships / Govt. Hospitals in District Head Quarters/ Large Industrial Hospitals in Private Sector. Govt / Private Sector Experience shall include experience in holding independent charge of a ward / facility.

The post qualification experience and experience at lower level shall be as indicated hereunder:

Grade	Post Qualification Experience	level of Experience	PSU Pay Scale (IDA pattern) (in Lower grade)	Age limit
Dy. Manager	Minimum 7 Yrs	3 Yrs at E2 level in a PSU or equivalent	E2 - 20,600 – 46,500	40 yrs
Senior Medical Officer	Minimum 4 Yrs	3 Yrs at E1 level in a PSU or equivalent	E1 - 16,400 - 40500	35 Yrs
Medical Officer	Minimum 1 Yr	-	-	30 Yrs



(b) The incumbent is required to work in Yard/ residential colony in shifts depending on requirement and must reside only in Company's township.

(c) Age will be relaxed for reserved categories as per Rules. In case of Ex-Serviceman, the upper age limit will be relaxed to the extent of number of years of service in the Armed Force, However, the resultant age after deducting the period of service from the actual age should not exceed the prescribed age limit by more than 3 years.

(d) Total emoluments at the minimum of the pay scale are as under:

Grade	Pay Scale	Total at Min.Basic
(i) Dy. Manager (E3)	24,900 - 50,500	Rs.51,276/-
(ii) Sr. Medical Officer (E2)	20,600 - 46,500	Rs.42,373/-
(iii) Medical Officer (E1)	16,400 - 40,500	Rs.34,020/-

(x) MANAGEMENT TRAINEES – 34 Posts

(a) TECHNICAL: 22 posts (11- Gen; 5- OBC; 3- SC; 2- ST; 1- PH(HH))

POST CODE: 02/2013/MT01

Full-time Bachelor's Degree in Engineering or Technology from a recognized Indian University/Institute with minimum 60% of marks in the aggregate of all years/semesters (55% in aggregate for SC/ST candidates) in the disciplines of

- (i) Mechanical/ Mech. Marine
- (ii) EEE
- (iii) Naval Architecture

(b) HR: 6 POSTS (4 - Gen; 1- OBC; 1- PH(OH))

POST CODE: 02/2013/MT02

Should be a Graduate in any discipline with Two years full time Post Graduate Degree or Diploma or Three years part-time Post Graduate Diploma in HRM or MBA with Specialization in HR awarded by recognized Universities / Institute registered with AICTE with 60% of marks (55% for SC/ST).

(c) FINANCE: 6 POSTS (3 - Gen; 2 - OBC; 1 - SC)

POST CODE: 02/2013/MT03



A Graduate with a pass in the final examination of the institute of Chartered Accountants of India/ Institute of Cost & Works Accountants of India.

Other conditions (applicable to Management Trainees)

Age limit: 25 years for General candidates, 28 years for OBC candidates; 30 years for SC/ST/PH candidates. (5 years relaxation for internal candidates)

Duration of Training: One Year

Stipend during Training: Consolidated stipend of Rs.15,000/- (all inclusive) PM.



GENERAL INSTRUCTIONS:

- i) Internal candidates will be considered with the following relaxations in experience and age –
 - Total post qualification experience will be relaxed for 2 years and the minimum experience in the lower grade shall be 2 years.
 - Should have residual service of 3 years or more
 - For Management Trainee Posts, age for internal candidates relaxed up to 5 years.
- ii) Indian Nationals only need to apply.
- iii) Applications sent other than the prescribed method stand rejected.
- iv) Applications must be in response to our advertisement. It may be noted that a candidate can apply for one post against one registration through a single post code. If a candidate wishes to apply for more than one post code, he has to register again with a separate post code.
- v) Fee Rs.300/- for Management Trainee posts and Rs.100/- for other posts. No Registration fee for SC/ST/PH Candidates. Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before applying. Payment should be made only by way of Demand Draft (DD) drawn in favour of M/s Hindustan Shipyard Ltd., payable at Visakhapatnam.
- vi) **Candidate should write his/her ONLINE Registration Number, Name, and Date of Birth at the back side of the Demand Draft (DD).**
- vii) Print-out of the filled Online Application, DD along with attested copies of Degree/PG Marks lists, Provisional Certificate, Proof of Date of Birth, Caste Certificate, Experience certificates and Annexure-I if applicable., must be forwarded through Postal/Courier Services and should reach Dy. General Manager (Per & Admn), Hindustan Shipyard Ltd., Gandhigram (PO), Visakhapatnam on or before **10 NOV 2013**.
- viii) The candidates applying should ensure that they fulfill all eligibility conditions. Their admission at all stages is purely provisional. Mere issue of letter for written test or interview will not imply that candidature has been accepted. Verification of Original Certificates will be done only at the time of interview. The candidature of a candidate shall be cancelled at any point of time if the candidate is found not meeting the advertised eligibility criteria.
- ix) All original documents such as Degree Certificate, proof of Date of Birth, Caste Certificate, Experience Certificates etc., will be checked at the time of interview. Non-production of original documents will debar the candidate from appearing for the interview and in that case no Travel Fare will be reimbursed to such candidates.
- x) Candidature of a candidate is liable to be rejected at any stage of the recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or not in conformity with the eligible criteria mentioned in the advertisement.



- xi) SC/ST candidates should possess valid Certificate in the prescribed format. Candidates from OBC-NCL category should possess certificate in the prescribed format and issued during the current year i.e., 2013.
- xii) The selection for the posts of Management Trainees is subject to Written Test & Interview. The written test will be held in three Centres viz., Visakhapatnam, New Delhi, & Hyderabad. The candidates have to choose one of the centre before submitting application. It may be noted that Admit Cards for written test will not be sent by post. Candidates have to download the Admit Cards from the website <http://hsl.gov.in> and click on "Download Hall Tickets" under Recruitment only with respective application Ids and date of births and follow the instructions specified in the Admit Cards.
- xiii) The Management reserves the right to create and operate a panel of shortlisted candidates.
- xiv) The candidates selected for Management Trainee posts will have to execute a bond to serve the company for a period of 4 years after completion of Training period. They will be on Probation for one year on completion of training.
- xv) The Qualifying Requirement /Experience & Age limit shall be reckoned as on the last date for submission of application i.e., 31 Oct 2013.
- xvi) Mere possession of the requisite qualification and experience will not confer any right to be called for interview. However, the Management reserves the right to relax qualifications/experience/age in the case of exceptionally experienced and qualified candidates.
- xvii) The Management reserves the right to Increase or decrease the number of posts or consider for lower posts/grades to meet the organizational requirement.
- xviii) The Management reserves the right to raise the minimum eligibility standards, change the selection criteria, and cancel the recruitment process without assigning any reasons.
- xix) Candidates presently working in Government/Public Sector Undertakings or Autonomous bodies should submit "No Objection Certificate" from the present Organization at the time of interview. Without "No Objection Certificate", the candidate will not be interviewed and accordingly no TA will be paid.
- xx) Candidates called for interview for the posts at S.No.I to VII will be paid To and fro I AC train fare by shortest route and S.No. VIII & IX paid To and fro II AC train fare by shortest route except Medical Officers called for E1 post will be paid III AC train fare by shortest route. S.No.X in respect of Management Trainees, the Out-station SC/ST/PH candidates called for interview will be paid to and fro II Sleeper class train fare by shortest route.
- xxi) All notifications to the candidates will be displayed in the website <http://hsl.gov.in> applicants are requested to visit the website from time to time to get updates.

HOW TO APPLY

(Note: Please read the instructions carefully before filling the online application)

1. The Application should be submitted **ONLINE** via <http://hsl.gov.in>.
2. Candidates should possess a valid E-mail id and remain active for at least next one year. All future correspondence would be sent via E-mail only.
3. Candidate should upload his/her photograph (20-50KB) and signature (10-20KB) in the prescribed format and size.
4. Candidates must have the DD (Demand Draft) payment details for the respective post before applying online.
5. Candidate are requested NOT be idle for more than 5 minutes to avoid the expiry of web page while filling the online application.
6. Candidate should be ready with all the bio-data before filling the online application.
7. Click on "Careers" under "Human Resources". Visit "Current Openings" link to view the openings available.
8. Please read the advertisement notice carefully. Candidates are advised to self-check their eligibility against the recruitment posts.
9. Click on the respective link under "Apply Now" to submit the application online.
10. Registration process contains 3 stages 1) Personal Details 2) Education Details and 3) Payment Details.
11. If you've experience, please select "Experienced" else "Management Trainee" from the drop-down control against "Type of post".
12. Candidates are advised to use the SAVE (button) option to avoid the loss of data or SUBMIT button to finally submit the application. Verify the filled data carefully before submitting, once submitted you're **NOT** allowed to Edit / modify the application.
13. After successful completion of all the stages you'll receive a confirmation message.
14. Candidates who have chosen SAVE (button) option are allowed to **SUBMIT** the application using **Edit Application** option at a later time before the closing date.
15. You will receive a confirmation e-mail with the Registration ID and a link to view your submitted application form.
16. Candidates are also advised to check their SPAM if the emails does not reach Inbox.
17. Take a print-out (hard copy) of the filled Online Application for future reference.
18. It is mandatory to write ONLINE Registration Number, Name, and Date of Birth at the back side of the Demand Draft (DD).
19. Keep your DOB and Registration ID confidential.
20. Request for change of examination centre will **NOT** be accepted.
21. In case of difficulty in registration or for any clarification, candidates may contact recruitment.hsl@gov.in electronically.

DY. GENERAL MANAGER (P&A)



Experience details

Annexure-I

Please also state briefly as to how your experience is relevant to the post applied for:-

Sl.no	Name of the Company	Nature of Duties
1		
2		
3		
4		

