

HINDUSTAN SHIPYARD LIMITED : : VISAKHAPATNAM – 530 005
(A Government of India Undertaking)

ADVT NO.HR/ES(O)/0102/01/2020 DATED 27 Jun 2020

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:

S. No.	Name of the Post (Grade)	Post Code
I	Manager (Engineering) (E-3)	01/2020/MGR01
II	Manager (Electrical) (E-3)	01/2020/MGR02
III	Manager (Naval Architecture) (E-3)	01/2020/MGR03
IV	Assistant Manager (HR) (E-1)	01/2020/AM01
V	Medical Officers on fixed term contract	01/2020/MO01

Important dates for present recruitment process are as indicated below:

IMPORTANT DATES	
Date of commencement of ONLINE application for all posts	27 Jun 2020 From 1000 hrs
Last date for ONLINE submission of application for all posts (Once submitted editing is not allowed).	21 Jul 2020 Upto 1700 hrs
Last date for receipt of copy of the printed Online Application, DD along with mandatory enclosures by Post / Courier.	25 Jul 2020 Upto 1700 hrs

S No.	Name of the post (Grade)	Scale of Pay (IDA)	Max. Age As on 21 Jul 2020	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 21 Jul 2020
I	Manager (E3) 01/2020/MGR/01	Rs.60,000 - 1,80,000 Total monthly CTC at the minimum pay scale Rs.1,19,881/- pm (approx.)	40 Yrs	Engineering 02 Posts (UR-01 & SC-01)	<p>Essential: Full time Engineering Graduate with not less than 60% marks in Mechanical / Industrial / Production / Marine Engineering from any recognised University or Institute registered with AICTE.</p> <p>Desirable : (a) Post graduate degree / diploma in one or more of the following disciplines - CAD-CAM/ Manufacturing engineering / manufacturing and automation / Robotics / Quality and reliability Engineering / Production and industrial engineering / Industrial safety engineering/ Operations Management</p>	<p>Essential: (a) Experience: Should have at least 09 years of post-qualification experience in Public Sector Undertakings or in large and reputed Private Companies. Should have experience in a Manufacturing and/or machinery installation and commissioning in large/integrated plants / Ship machinery installation and/or Overseeing /Ship building / Ship Design / Ship operation & Repair / Submarine/ship construction / repair.</p> <p>(b) Lower Grade Experience: (i) Candidates from Govt. / PSUs: Should have minimum 3 years' experience in immediate lower grade of IDA-PSU - Rs. 20,600- 46,500 (2nd PRC); Rs.50,000 – 1,60,000 (3rd PRC) CDA/Govt : Rs. 15,600-39100, (PB3) Grade Pay Rs.6600/- (6th Pay Matrix); Pay level 11 of 7th CPC Pay matrix.</p> <p style="text-align: right;">(cont..)</p>

S No.	Name of the post (Grade)	Scale of Pay (IDA)	Max. Age As on 21 Jul 2020	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 21 Jul 2020
						<p>(ii) Candidates from Private Sector:</p> <p>Minimum 3 years' experience in reputed organization/s with annual turnover of at least 100 crores and drawing present CTC of Rs.12 lakhs PA.</p> <p><u>Desirable Skills:</u></p> <p>(1) Manufacturing /Processing plant domain skills</p> <ul style="list-style-type: none"> (i) planning and organising production schedules (ii) assessing project and resource requirements (iii) estimating and agreeing timescales with clients (iv) ensuring that health and safety regulations are met (v) determining quality control standards (vi) overseeing production processes (vii) re-negotiating timescales or schedules as necessary (viii) selecting, ordering and purchasing materials (ix) organising the repair and routine maintenance of production equipment (x) supervising the work of junior Officers, staff and workmen (xi) Organising relevant training sessions etc. <p>(2) Working Knowledge of ERP like SAP and Oracle etc.</p> <p>(3) Hands-on exp. in Production, MM, PM & Quality Management modules, Industry 4.0 and Welding / NDT.</p>

S No.	Name of the post (Grade)	Scale of Pay (IDA)	Max. Age As on 21 Jul 2020	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 21 Jul 2020
II	Manager (E3) 01/2020/MGR/02	Rs.60,000 - 1,80,000 Total monthly CTC at the minimum pay scale Rs.1,19,881/- pm (approx.)	40 Yrs.	Electrical 03 Posts (UR-01, OBC-01 & ST-01)	<p>Essential: Full time Engineering Graduate with not less than 60% marks in Electrical and Electronics/ Electronics and Communications/ Electronics and Instrumentation/ Electrical/ Electronics/ Instrumentation/Tele-Communication from any recognised University or Institute registered with AICTE.</p> <p>Desirable: (a) Post graduate degree / diploma in one or more of the following disciplines - Power Electronics / Embedded Systems / Electrical Engineering / Electronics and Communication / Instrumentation Engineering / Control engineering / Systems engineering/ Electrical Safety</p>	<p>Essential: (a) Experience: Should have at least 09 years of post-qualification experience in Public Sector Undertakings or in large and reputed Private Companies. Experience in a Manufacturing and/or machinery installation and commissioning in large/integrated plants / Ship machinery installation and/or overseeing / Ship building / Ship Design / Ship Repair / Submarine construction/repair, overseeing of construction of naval vessels</p> <p>(b) Lower Grade Experience: (i) Candidates from Govt. / PSUs: Should have minimum 3 years' experience in immediate lower grade of IDA-PSU - Rs. 20,600- 46,500 (2nd PRC); Rs.50,000 – 1,60,000 (3rd PRC) CDA/Govt.: Rs. 15,600-39100, (PB3) Grade Pay Rs.6600/- (6th Pay Matrix); Pay level 11 of 7th CPC Pay matrix.</p> <p>(ii) Candidates from Private Sector: Minimum 3 years' experience in reputed organization/s with annual turnover of at least 100 crores and drawing present CTC of Rs.12 lakhs PA. (cont...)</p>

						<p><u>Desirable Skills:</u></p> <p>(1) Experience in-following areas of Design/ Ship repair and construction:</p> <ul style="list-style-type: none"> (i) Assessing project technical requirements and undertaking feasibility / concept studies including Basic calculations of electrical load, load chart preparation of ships to arrive at sizing of generators. (ii) Use of computer software live Aveva Marine, Tribon and AutoCAD etc. (iii) Aspects of naval ship design such as integration of electrical systems, Power generation distribution systems, weapon and sensors, navigation, communication, AIO, EMI –EMC (iv) Preparation of specifications, cost estimation <p>(2) Experience in following aspects as applicable to Manufacturing industry in general and as applicable to Ship building/ repair industry</p> <ul style="list-style-type: none"> (i) Planning and organising production schedules (ii) Assessing project and resource requirements (iii) Estimating and agreeing timescales with clients, re-negotiating timescales or schedules as necessary (iv) Determining quality control standards, overseeing production processes (v) Selecting, ordering and purchasing materials (vi) Supervising the work of junior Officers, staff and workmen <p>(3) Working Knowledge of ERP like SAP and Oracle etc.</p> <p>(4) Hands-on exp. in Production, MM, PM & Quality Management modules, Industry 4.0 and Welding/ NDT.</p>
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III	Manager (E3) 01/2020/MGR/03	Rs.60,000 - 1,80,000 Total monthly CTC at the minimum pay scale Rs.1,19,881/- pm (approx.)	40 Yrs	Naval Architecture 02 posts (UR-02)	<p><u>Essential:</u></p> <p>Full time Engineering Graduate with not less than 60% marks in Naval Architecture / Naval Architecture and Ship Construction / Naval Architecture and Ocean Engineering from any recognised University or Institute registered with AICTE.</p> <p>For candidates from Indian Navy, Full time Engineering Graduate with not less than 60% in Mechanical Engineering /Civil Engineering / Aeronautical Engineering with post graduate diploma in Naval Construction from IIT delhi</p>	<p><u>Essential:</u></p> <p>(a) <u>Experience:</u> Should have at least 09 years of post-qualification experience in Indian Navy, Public Sector Undertakings or in large and reputed Private Companies. At least 03 years' experience in Ship building / Ship Design / Overseeing/ Submarine design</p> <p>(b) <u>Lower Grade Experience:</u></p> <p>(i) Candidates from Govt. / PSUs: Should have minimum 3 years' experience in immediate lower grade of IDA-PSU - Rs. 20,600-46,500 (2nd PRC); Rs.50,000 – 1,60,000 (3rd PRC) CDA/Govt. : Rs. 15,600-39100, (PB3) Grade Pay Rs.6600/- (6th Pay Matrix); Pay level 11 of 7th CPC Pay matrix.</p> <p>(ii) Candidates from Private Sector: Minimum 3 years' experience in reputed organization/s with annual turnover of at least 100 crores and drawing present CTC of Rs.12 lakhs PA.</p> <p><u>Desirable Skills:</u></p> <p>(1) Experience in-following areas of Design/ Ship repair and construction:</p> <p style="text-align: right;">(cont...)</p>

				<p><u>Desirable:</u></p> <p>(a) Post graduate degree / diploma in one or more of the following disciplines – Naval architecture / Ship Construction / Marine engineering / Ocean engineering / Naval architecture and Ship Construction.</p>	<p>(i) Assessing project requirements and undertaking feasibility / concept studies including Basic Naval architectural calculations, structural scantling estimation, and verification of drawings related to Class etc.</p> <p>(ii) Producing concept designs and detailed designs of warships and other maritime vessels using drawings and specialist computer software such as NAPA, Aveva Marine, Tribon and AutoCAD etc.</p> <p>(iii) Developing and utilising test procedures including computer modelling and numerical analysis (such as FEM analysis / CFD analysis) as applicable for ship / marine platforms. Interpreting and analysing data and test results of such analysis including scaled model tests such a hydrodynamic model testing, wind flow studies.</p> <p>(iv) Conduct of shipbuilding activities such as inclining experiments, launching, full scale sea trials</p> <p>(v) Identifying the scope, Planning and supervising the construction and repair of vessels (commercial and naval) including submarines</p> <p>(vi) Negotiating and agreeing timescales and specifications with clients, Providing technical advice to production/contractors</p> <p>(vii) Sourcing and purchasing components, equipment and materials.</p> <p>(viii) Writing reports and documentation Supervising Junior Officers</p> <p>(2) Working Knowledge in ERP like SAP and Oracle etc. and Project management tools like MS Project, Primavera etc</p>
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S No.	Name of the post (Grade)	Scale of Pay (IDA)	Max. Age As on 21 Jul 2020	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 21 Jul 2020
IV	Assistant Manager (E1) 01/2020/AM/01	Rs. 40,000 – 1,40,000 Total monthly CTC at the minimum pay scale Rs.80,583/- pm (approx.)	30 Yrs	HR 02 Posts (UR-01 & SC-01)	<p><u>Essential:</u></p> <p>1) Full time Graduate in any discipline with not less than 55% marks from any recognised University or Institute registered with AICTE and</p> <p>2) Full time Post graduate degree / diploma in Management with specialization in HR/ Personnel Management from any recognised University or Institute registered with AICTE with not less than 55% marks.</p> <p><u>Desirable:</u></p> <p>Degree in law.</p>	<p><u>Essential:</u></p> <p><u>Experience:</u></p> <p>Should have at least 2 years of post-qualification experience in various aspects of HR / Personnel Management / Industrial Relations in Public Sector Undertakings or in large and reputed Private Companies.</p> <p>Candidates from Private Sector should be presently drawing a CTC of not less than 5.50 Lakhs/PA.</p> <p><u>Desirable Skills:</u></p> <p>(1) Should have exposure to Manpower planning, Industrial Relations & Welfare, recruitment, induction and placement, training, competency and skill development, performance management, and general administration etc.</p> <p>(2) Working Knowledge exp. in ERP like SAP and Oracle etc.</p>

S No.	Name of the post (Grade)	Scale of Pay (IDA)	Max. Age As on 21 Jul 2020	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 21 Jul 2020
V	Medical Officer (FTC) on fixed term contract basis for 03 years	Rs.47,000/- PM (Consolidated all inclusive) Other benefits: PF 12% Leave: SL – 10 days; CL – 12 days Subsidised lunch facility	61 yrs	06 posts (UR - 5 & OBC - 1)	Essential: MBBS Degree in registered with Indian Medical Council Desirable: Preference will be given to those having PG Degree/ Diploma in General Medicine /Industrial Medicine / OB & Gynaecology / Radiology / Paediatrics. Only lady doctors will be taken in OB & Gynaecology discipline.	Essential: Candidates should have minimum one year post qualification experience in Medical Department of CPSEs with large industrial townships / Govt. Hospitals in District Head Quarters / reputed Hospitals in Private Sector / Govt. Sector.

GENERAL INSTRUCTIONS:

- i. Internal candidates will be considered with the following relaxations in experience and age –
 - The minimum experience in the lower grade shall be relaxed by 1 year.
 - The upper age limit is relaxed by 5 yrs.
 - No Application fee for internal candidates.
- ii. Candidates from Private Sector Companies will be considered subject to their present CTC as indicated in the above table and also the company's annual turnover should be at least 100 crores. Candidates are required to furnish the proof for the same.
- iii. Age will be relaxed for SC/ST/OBC/PWD categories as per Government 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 forces 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.

- iv. **RESERVATION:**
- Candidates from reserved categories fulfilling eligibility criteria may also apply for the posts earmarked for UR as per Government Rules.
 - SC/ST candidates should possess valid Certificate in the prescribed format. 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 later certificate in the prescribed format as applicable for appointment for the posts under Govt. of India and Central Govt., Public Sector Undertakings. OBC (non-creamy later) certificate by the competent authority should be issued in the current year.
 - SC/ST/OBC candidates applying for a post where there are no vacancies in their respective 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.
- v. Indian Nationals only need to apply.
- vi. Applications sent other than the prescribed method stand rejected.
- vii. Application Fee is Rs.300/-. 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.
- viii. **Candidate should write his/her ONLINE Registration Number, Name, Date of Birth and Post applied at the back side of the Demand Draft (DD).**
- ix. Print-out of the filled Online Application, DD along with **mandatory enclosures** viz., Self-attested copies of Degree/PG Marks lists, Provisional Certificate, Proof of Date of Birth, Caste/PH Certificate, Experience certificates, latest salary certificate etc., and Annexure-I must be forwarded through Postal/Courier Services and should reach General Manager (HR), Hindustan Shipyard Ltd., Gandhigram (PO), Visakhapatnam – 530 005 on or before **25 Jul 2020**.
- x. Non-receipt of hardcopy of application, in complete application, application not supported by attested copies (self-attested) of relevant documents, not fulfilling the eligibility criteria or those applications received after the last date for receipt of applications shall not be considered and shall be treated as “REJECTED” and no communication will be made for the same.
- xi. The candidates applying should ensure that they fulfil 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.
- xii. All original documents such as Degree Certificate, proof of Date of Birth, Caste/PH 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.
- xiii. 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.
- xiv. The Management reserves the right to create and operate a panel of shortlisted candidates.
- xv. The Qualifying Requirement /Experience & Age limit shall be reckoned as on the last date for online submission of application i.e., **21 Jul 2020**.
- 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 should submit “No Objection Certificate” from the present Organisation at the time of interview. Without “No Objection Certificate”, the candidate will not be interviewed and accordingly no TA will be paid.
- xx. Out-station Candidates called for interview for the posts at S. No. I, II & III will be paid to and fro 2nd AC train fare by shortest route and for the post at S. No. IV will be paid to and fro 3rd AC train fare by shortest route.

xxi. Any corrigendum/ addendum to this advertisement will be displayed only on the Company's website <https://www.hslvizag.in>. Applicants are requested to visit the website from time to time for all updates.

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 Organisation	Designation	Nature of Duties	No. of years	Salary/CTC

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

1. The Application should be submitted ONLINE via <http://www.hslvizag.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 of the current post before applying online.
5. Candidates are requested NOT to 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 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 contain 3 stages 1) Personal details 2) Educational details and 3) Payment details

11. If you have experience, please select “Experienced” else “Management Trainee” from the dropdown 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 will 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 he email 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. In case of difficulty in registration or for any clarification, candidates may contact recruitment@hslvizag.in electronically