

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

**ADVT NO.HR/ES(O)/0102/03/2020 DATED 09 DEC 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:

**On permanent absorption basis:**

<b>S. No.</b>	<b>Name of the Post (Grade)</b>	<b>Post Code</b>	<b>No. of posts</b>	<b>Reservation</b>
1	General Manager (HR)	03/2020/GM01	01	01-UR
2	General Manager (Finance)	03/2020/GM02	01	01-UR
3	Additional General Manager (HR)	03/2020/AGM01	01	01-OBC
4	Manager (Commercial)	03/2020/MGR01	02	01-UR; 01-OBC
5	Manager (Technical)	03/2020/MGR02	04	01-UR; 01-OBC; 01-SC; 01-ST

**On fixed term contract basis:**

<b>S. No.</b>	<b>Name of the Post (Grade)</b>	<b>Post Code</b>	<b>No. of posts</b>	<b>Reservation</b>
1	DGM (VC-11184)	03/2020/DGMC01	01	01-UR
2	Manager (SAP IT Basis/ SAP ABAP Webdynpro)	03/2020/MGRC01	02	01-UR; 01-EWS
3	Assistant Manager (Civil)	03/2020/AMC01	02	01-UR; 01-ST
4	Assistant Manager (Safety)	03/2020/AMC02	01	01-UR
5	Assistant Manager (HR)	03/2020/AMC03	02	01-UR; 01-OBC
6	Assistant Manager (Legal)	03/2020/AMC04	02	01-UR; 01-OBC
7	Assistant Manager (VC-11184)	03/2020/AMC05	01	01-UR
8	Junior Manager (IPMS VC-11184)	03/2020/JMC01	01	01-UR
9	Medical Officer (Contract)	03/2020/MO1	02	01-UR; 01-SC

**Consultants on fixed term contract basis:**

<b>S. No.</b>	<b>Name of the Post (Grade)</b>	<b>Post Code</b>	<b>No. of posts</b>
1	Senior Consultant (Indigenisation)	03/2020/CON01	01 post
2	Senior Consultant (Infra Augmentation)	03/2020/CON02	01 post
3	Senior Consultant (SAP/ERP)	03/2020/CON03	01 post

Important dates for present recruitment process are as indicated below:

<b>IMPORTANT DATES</b>	
Date of commencement of ONLINE application for all posts	<b>09 Dec 2020 From 1000 hrs</b>
Last date for ONLINE submission of application for all posts (Once submitted editing is not allowed).	<b>08 Jan 2021 Upto 1700 hrs</b>
Last date for receipt of copy of the printed Online Application, DD along with mandatory enclosures by Post / Courier.	<b>15 Jan 2021 Upto 1700 hrs</b>

1. On permanent absorption basis:

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 08 JAN 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 08 JAN 2021
1	General Manager (E7)	Rs. 1,00,000 - 2,60,000 (E7)  Total monthly CTC at the minimum pay scale Rs.2.03L pm (approx.)	50 Yrs.	HR 01 post (UR)	<p><b><u>Essential:</u></b></p> <p>(a) Full time Graduate in any discipline with not less than 60% marks and</p> <p>(b) Two years full time post graduate degree / diploma in Management with specialization in HR/ Personnel Management/ Industrial Relations/ Labour Welfare from any recognised University or Institute registered with AICTE with not less than 50% marks.</p> <p><b><u>Desirable:</u></b></p> <p>Degree in Law</p>	<p><b><u>Essential:</u></b></p> <p><b>(a) Experience:</b> The candidate should have at least 20 years of post-qualification experience in Public Sector Undertakings or large and reputed Private Companies (minimum annual turnover of Rs 100 crores) in various aspects of Human Resource Management, Industrial Relations, Statutory Compliance to issues concerning labour laws, social securities and occupational health and working conditions of employees.</p> <p><b>(b) Lower Grade Experience:</b></p> <p><b>(i) Candidates from Govt. / PSUs:</b> Should have minimum 3 years' experience in immediate lower grade in pay scale of IDA-Rs. 36,600- 62000 (2007) IDA-Rs.90,000 – 2,40,000 (2017) CDA/Govt : Rs. 37400-67000 Grade Pay Rs.8700/- (6th CPC Pay matrix)/ Pay level 13 of 7th CPC</p> <p><b>(ii) Candidates from Private Sector:</b> The candidate should have cumulative experience of at least 5 years during the last ten years at Senior level in organizations of repute have minimum annual turnover of Rs 100 crores and drawing present CTC of Rs.22 lakhs per annum. Should have been holding the position not more than two levels below the board or three levels below the Managing Director.</p> <p><b><u>Desirable Skills:</u></b> Working knowledge of Telugu. Working Knowledge in ERP like SAP/Oracle etc.</p>

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 08 JAN 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 08 JAN 2021
2	General Manager (E-7)	Rs. 1,00,000 - 2,60,000 (E7)  Total monthly CTC at the minimum pay scale Rs. 2.03L pm (approx.)	50 Yrs	Finance 1 Post (UR)	<p><b>Essential:</b></p> <p>(a) Full time Graduate in any discipline with not less than 60% marks and</p> <p>(b) Qualified/ pass the final examination of Institute of Chartered Accountants of India or Institute of Cost &amp; Works Accounts of India</p> <p><b>Desirable:</b></p> <p>MBA (Finance)</p>	<p><b>Essential:</b></p> <p><b>(a) Experience:</b> Minimum 20 years post qualification experience in dealing with Accounts and Financial Management, Audit, budgeting, Taxation, preparation of financial statement and other financial issues in Public Sector Undertakings or large and reputed Private Companies (minimum annual turnover of Rs 100 crores)</p> <p>The candidate should have knowledge and exposure in dealing with Government regulatory bodies, Income Tax &amp; other taxation authorities, banks and financial institutions.</p> <p><b>(b) Lower Grade Experience:</b></p> <p><b>(i) Candidates from Govt. / PSUs:</b> Should have minimum 3 years' experience in immediate lower grade in pay scale of IDA-Rs. 36,600- 62000 (2007) IDA-Rs.90,000 – 2,40,000 (2017) CDA/Govt : Rs. 37400-67000 Grade Pay Rs.8700/- (6th CPC Pay matrix)/ Pay level 13 of 7th CPC</p> <p><b>(ii) Candidates from Private Sector:</b> The candidate should have cumulative experience of at least 5 years during the last ten years at Senior level in organizations of repute have minimum annual turnover of Rs 100 crores and drawing present CTC of Rs.22 lakhs per annum. Should have been holding the position not more than two levels below the board or three levels below the Managing Director.</p> <p><b>Desirable Skills:</b> Working Knowledge in ERP like SAP/Oracle etc.</p>

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 08 JAN 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 08 JAN 2021
3	Additional General Manager (E6)	Rs. 90,000 - 2,40,000 (E6)  Total monthly CTC at the minimum pay scale Rs.1.83L pm (approx.)	48 Yrs.	HR 01 post (OBC)	<p><b>Essential</b></p> <p>(a) Full time Graduate in any discipline with not less than 60% marks and</p> <p>(b) Two years full time post graduate degree / diploma in Management with specialization in HR/ Personnel Management/ Industrial Relations/ Labour Welfare from any recognised University or Institute registered with AICTE with not less than 50% marks.</p> <p><b>Desirable</b></p> <p>Degree in Law</p>	<p><b>Essential:</b></p> <p><b>(a) Experience:</b> The candidate should have at least 16 years of post-qualification experience in Public Sector Undertakings or large and reputed Private Companies (minimum annual turnover of Rs 100 crores) in various aspects of Human Resource Management, Industrial Relations, Statutory Compliance to issues concerning labour laws, social securities and occupational health and working conditions of employees.</p> <p><b>(b) Lower Grade Experience:</b></p> <p><b>(i) Candidates from Govt. / PSUs:</b> Should have minimum 3 years' experience in immediate lower grade of IDA-Rs. 32,900- 58,000 (2007) Rs. 80,000 – 2,20,000 (2017) CDA/Govt : Rs. 37400-67000(PB4)GP Rs.8700/- (6CPC) or pay level 12 of 7th CPC Pay matrix.</p> <p><b>(ii) Candidates from Private Sector:</b> The candidate should have cumulative experience of at least 3 years during the last 5 years at Senior level in organizations of repute have minimum annual turnover of Rs 100 crores and drawing present CTC of Rs.18 lakhs per annum. Should have been holding the position not more than two levels below the board or three levels below the Managing Director.</p> <p><b>Desirable Skills:</b> Working knowledge of Telugu. Working Knowledge in ERP like SAP and Oracle etc.</p>

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 08 JAN 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 08 JAN 2021
4	Manager (E3)	Rs. 60,000-1,80,000/- (E3)  Total monthly CTC at the minimum pay scale Rs.1.23L pm (approx.)	40 Yrs	Commercial  02 posts (01-UR; 01-OBC)	<p><b>Essential:</b> Full time Graduate with not less than 60% marks from any recognised University or Institute registered with AICTE.  Masters in Material Management (MMS) / MBA in Material management /OR/supply chain management with not less than 60% marks from any recognised University or Institute registered with AICTE.</p> <p><b>Desirable:</b> Degree /diploma / Cert, Course in Inventory Management / Integrated Logistics Management System</p>	<p><b>Essential:</b> (a) <b>Experience:</b> Should have at least 09 years of post-qualification experience in Govt. organisations/ Public Sector Undertakings / large and reputed Private Companies (minimum annual turnover of Rs 100 crores) in handling Logistics Management, Inventory Control, Integrated Logistics Management System, Knowledge of Material/Inventory Mgt Software, Assessment and development of vendors, preparation and evaluation of tender commercial terms/conditions, Contract Mgt, and Taxation of domestic/ international trade. (b) <b>Lower Grade Experience:</b> <b>(i) Candidates from Govt. / PSUs:</b> Should have minimum 3 years' experience in immediate lower grade of IDA-PSU - Rs. 24,900-50,500 (2007) Rs. 60,000 – 1,80,000 (2017) CDA/Govt Rs.15,600-39100(PB3) Grade Pay Rs.6600/- (6<sup>th</sup> CPC) or Pay level 11 of 7th CPC Pay matrix. <b>(ii) Candidates from Private Sector:</b> Minimum 3 years' experience in reputed organization/s with annual turnover of at least 100 crores and drawing present CTC of Rs.13 lakhs PA.</p> <p><b>Desirable Skills:</b> (i) Logistics Management, Cost Estimation, Procurement of Ship Board Key Eqpt from Indian and foreign OEMs (ii) Working Knowledge of ERP like SAP and Oracle etc</p>

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 08 JAN 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 08 JAN 2021
5	Manager (E3)	Rs. 60,000-1,80,000/- (E3)  Total monthly CTC at the minimum pay scale Rs.1.23L pm (approx.)	40 Yrs	Technical  04 posts (01-UR; 01-OBC; 01-SC; 01-ST)	<p><b>Essential:</b> Full time Engineering Graduate with not less than 60% marks in Mechanical/ Electrical/ Naval Architecture disciplines from any recognised University or Institute registered with AICTE.</p> <p><b>Desirable :</b> (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/ Power Electronics / Embedded Systems / Electrical Engineering / Electronics and Communication / Instrumentation Engineering / Control</p>	<p><b>Essential:</b> <b>(a) Experience:</b> 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 Ship machinery installation and/or Overseeing /Ship building / Ship Design / Ship operation &amp; Repair / Submarine/ship construction / repair.</p> <p><b>(b) Lower Grade Experience:</b> <b>(i) Candidates from Govt. / PSUs:</b> 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><b>(ii) Candidates from Private Sector:</b> Minimum 3 years' experience in reputed organization/s with annual turnover of at least 100 crores and drawing present CTC of Rs.13 lakhs PA.</p> <p><b>(c) Desirable Skills:</b> <b>Mechanical:</b> <b>(1)</b> Domain skills on Design, repairs &amp; construction of Naval ships &amp; Submarine. Project Scheduling, control and resource planning, Working knowledge of</p>

				<p>engineering / Systems engineering/ Electrical Safety</p>	<p>computer software like Aveva Marine, Tribon and AutoCAD etc</p> <p><b>(2)</b> Working Knowledge of ERP like SAP and Oracle etc. Conversant with Industry 4.0 and Welding / NDT technology and MS project and Primevera.</p> <p><b><u>Electrical:</u></b></p> <p><b>(1)</b> Domain skills on Design, repairs &amp; construction of ships &amp; Submarine especially undertaking feasibility / concept studies including Basic calculations of electrical load, load chart preparation of ships to arrive at sizing of generators.</p> <p><b>(2)</b> Project Scheduling, control and resource planning /Working knowledge of computer software live Aveva Marine, Tribon and AutoCAD etc</p> <p><b>(3)</b>Aspects of naval ship design such as integration of electrical systems, Power generation distribution systems, weapon and sensors, navigation, communication, AIO, EMI –EMC</p> <p><b>(4)</b> Working Knowledge of ERP like SAP and Oracle and MS project and Primevera etc. Conversant with Industry 4.0.</p> <p><b><u>Naval Architecture:</u></b></p> <p><b>(1)</b> Domain skills on Design, repairs &amp; construction of ships &amp; Submarine. Project Scheduling, control and resource planning, Working knowledge of computer software like Aveva Marine, Tribon and AutoCAD and CFD /FEM analysis tools.</p> <p><b>(2)</b> Working Knowledge of ERP like SAP and Oracle and MS project and Primevera etc. Conversant with Industry 4.0 and Welding / NDT technology</p> <p><b>(3)</b> 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>
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### A. Scale of Pay & Benefits:

a) In addition to Basic Pay, the officers (regular) are eligible for Industrial DA as applicable, HRA @ of 16% of Basic pay, Perks up to 27 % of Basic Pay (under cafeteria approach), Contributory Provident Fund Scheme, Reimbursement of Medical expenses, Leave encashment, Subsidized Lunch etc. as admissible.

b) Table below indicates the CTC at the minimum of scale as on date:

Grade	Pay scale	Monthly CTC (approx.)
E7	Rs. 1,00,000 - 2,60,000/-	Rs. 2.03 lakhs pm
E6	Rs. 90,000 - 2,40,000/-	Rs.1.83 lakhs pm
E3	Rs. 60,000 - 1,80,000/-	Rs.1.22 lakhs pm

### B. Relaxations:

- 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. 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.

### C. 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 layer 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 layer) certificate by the competent authority should be issued in the current year. Similarly, the candidates under Economically Weaker Section (EWS) category will have to submit the EWS certificate and other relevant documents issued by the competent authority.
- SC/ST/OBC/EWS 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.

**D. Application fee:**

- 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 through online.

**E. Eligibility criteria for candidates from Government/ PSU/ Private sector:**

- 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.
- 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.
- Training period in any organisation shall not be counted as work experience, including the period of executive training, management training, apprentice training, advanced training or any other training.

**F. Method of Selection:**

- The selection process shall be held at Hindustan Shipyard Limited, Visakhapatnam or Group Discussion and/or interview through electronic media in view of Covid-19 pandemic issues or at any place as decided by HSL.
- The Management reserves the right to raise the minimum eligibility standards, change the selection criteria, and cancel the recruitment process without assigning any reasons.

**G. Other terms & conditions:**

- You will have to give three months' notice for voluntary discontinuance of the service or in lieu pay one or three month's salary for obtaining relief once you join HSL.

**2. On fixed term contract basis:**

S No.	Name of the post (Grade)	Monthly CTC	Max. Age As on 08 JAN 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 08 JAN 2021
1	<p>Deputy General Manager (VC 11184) (Contract basis)</p> <p><b>(a) Job Profile:</b> Management of Warranty/ Guarantee defects of project VC 11184 at Kochi/ Visakhapatnam (fro GRDD).</p> <p><b>(b) Duration:</b> on fixed term contract basis for 01 year extendable to another term of one year subject to requirement and satisfactory performance</p>	<p>Rs. 1,00,000/- PM (Consolidated all inclusive)</p> <p>For other benefits- refer the detailed advertisement.</p>	58 years	<p>Mechanical/ Electrical</p> <p>01 Post (01-UR)</p>	<p><b>Essential:</b> Full time BE/ B.Tech with not less than 60% marks in Mechanical/ Ship Building / Electrical / Electronics from a recognized university / AICTE approved institution</p> <p><b>Desirable:</b> (a) Any specialised course / Certificate in ships systems/ marine engg</p>	<p><b>Essential:</b> <b>(a) Experience:</b> The candidate should have minimum 15 years of experience in the Navy as a technical officer. Experience should be in management level dealing repairs and refits / ship building with Naval Dockyards / Warship overseeing Teams with hands on experience in the following:-</p> <p>(a) Technical knowhow on the ship building process including handling newly commissioned ships and understanding of Naval Standards and specifications. (b) Scrutiny of guarantee defects and understanding of liabilities of Shipyard and their interpretation with cost benefit to shipyard. (c) Knowledge on Naval system of reporting defects, administrative system of facilitating works onboard and interfacing the same with Shipyard norms and processes. (d) Evaluate technical offers of OEMs/Suppliers, participate in TNCs with OEM and Suppliers</p> <p>(a) Dealing with OEMs including foreign OEMs.</p> <p><b>(b) Nature of Work :</b> (a) Required to be working at Kochi as representatives of HSL.</p>

						<p>(b) Coordinate all defects raised on the said equipment / system on-board HSL built ship including liquidation of D448 liabilities.</p> <p>(c) Identify the defects with respect to various OEMs/ yard in 24 hours of reporting of the same.</p> <p>(d) Ensure the defects projected are filled in with all details as per format.</p> <p>(e) Immediately liaise with the concerned HSL Officer at Visakhapatnam and transmit the defect in the format in 24 hours.</p> <p>(f) Coordinate the defect rectification in the shortest possible time.</p> <p>(g) Facilitate the admin and technical arrangements for OEMs / workmen deployed on-board for rectification of the defects.</p> <p>(h) Regular updates and feedback of the progress of defect rectification.</p> <p>(i) Make reports regarding the defects- causes and spares used. Maintain data base of all defects reported and rectified.</p> <p>(j) Get best possible and least cost solution to HSL for defect rectification.</p> <p>(k) May be deployed for work at outstation. For this TA/ DA will be paid.</p> <p>(l) Can be deployed for work on other ships at HSL.</p> <p>(m) Manage Guarantee refit and Dry-docking of HSL built ship at Visakhapatnam / Kochi</p>
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S No.	Name of the post (Grade)	Monthly CTC	Max. Age As on 08 JAN 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 08 JAN 2021
2	Manager <i>(Contract basis)</i>  On fixed term contract basis for 02 years extendable upto one year subject to requirement and satisfactory performance	Rs. 80,000/- PM (Consolidated all inclusive)  For other benefits- refer the detailed advertisement.	40 Yrs	SAP IT – Basis/ ABAP Webdynpro   02 posts (UR-01 ; EWS-01)	<p><b><u>Essential:</u></b></p> BE/ B.Tech. in any discipline/ M. Sc. (IT/CS)/MCA with not less than 60% marks from a recognized university / AICTE approved institution  SAP Certification in BASIS, SOLMAN/ ABAP Webdynpro and in any other Functional modules like FICO, MM, HCM, PP and PS	<p><b><u>Essential:</u></b></p> <p><b><u>Experience:</u></b></p> i) Candidate should have minimum 09 years post-qualification experience including 03 years in SAP BASIS/ ABAP Webdynpro.  <p><b><u>Desirable:</u></b></p> <p><b>(a) SAP BASIS :</b></p> (i) Good knowledge in Unix/any other flavour of Unix OS (ii) System Installation & post installation Configuration (iii) Thorough knowledge in general SAP Administration activities like Kernel patch upgrade, SPAM/SAINT upgrade, job administration, client admin, printer setup, handling RFC connections, performance monitoring / tuning etc. (iv) Experience working with portal system and Java stack administration (v) Experience working with application specific basis activities on PI / BW / EP / APO / Live Cache (vi) Experience in Solution Manager for system configuration, key generation etc. (vii) System Refresh for dual (ABAP & Java) and standalone system (viii) EHP/ Version Upgrade (ix) Platform Migration / Unicode conversion (x) Knowledge of HANA system administration (xi) HANA Migration through DMO.

						<p><b>(b) SAP ABAP Webdynpro:</b></p> <ul style="list-style-type: none"> <li>(i) Min 2-3 end to end implementations/ support in SAP S/4 HANA</li> <li>(ii) Technical Skills – Proven capability of ABAP ALV-Reports, dictionary objects tables, view, data elements, domains, legacy system migration workbench (LSMW), BDC programs, ALE-IDOCs interfaces configuration/development/support, Adobe Interactive forms, smart forms, SAP-Scripts, HRFORMS , SAP-Query, User-Exits/Enhancement BADI, BAPI, Fiori Apps, Eclipse with SAP, applying OSS notes dialog/module-pool programming, RFC, transport management and Performance tuning of developed objects etc</li> <li>(iii) Should have developed custom FPM &amp; Web Dynpro applications.</li> <li>(iv) ESS and MSS development skills are must using ABAP Web Dynpro.</li> <li>(v) Enhancement experience in Web Dynpro ABAP application.</li> <li>(vi) Knowledge in MVC (Model View Controller) architecture and Hook Method.</li> <li>(vii) Should work with container UI elements, Layouts, Navigation,</li> <li>(viii) Component controller and context Mapping.</li> <li>(ix) Experience in different UIBB - List, Form.</li> <li>(x) Should have created Test scripts, User Manuals and Configuration guides.</li> <li>(xi) Development of PDF forms and Configuration of Adobe Document Services (ADS) to display PDF on Portal</li> <li>(xii) Configuration of Universal Worklist (UWL)"</li> <li>(xiii) Integration using API with Mobile applications</li> </ul>
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S No.	Name of the post (Grade)	Monthly CTC	Max. Age As on 08 JAN 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 08 JAN 2021
3	Assistant Manager (Contract basis)  On fixed term contract basis for 02 years	Rs. 55,000/- PM (Consolidated all inclusive)  For other benefits-refer the detailed advertisement.	35 Yrs	Civil  02 posts (01-UR; 01-ST)	<b>Essential:</b>  Full-time degree in Civil/ Civil & Structural/ Structural Engineering discipline with not less than 60% marks from a recognized university / AICTE approved institution  <b>Desirable:</b> PG Diploma in Construction Management / Marine Works	<b>Essential:</b> Post qualification experience of 02 years in basic structure, maintenance of civil structure and execution of civil works preferably in marine environment.  <b>Desired skills:</b> Soft Skills – Auto CAD
4	Assistant Manager (Contract basis)  On fixed term contract basis for 02 years	Rs. 55,000/- PM (Consolidated all inclusive)  For other benefits-refer the detailed advertisement	35 Yrs	Safety  01 post (01-UR)	<b>Essential:</b>  Full-time degree in any branch of Engineering and Diploma in Industrial Safety with not less than 60% marks from a recognized university / AICTE approved institution	<b>Essential:</b>  Candidates should have minimum 02 years full-time post qualification experience on training, education, consultancy, or research in the field of accident prevention in industry or in any institution. Should have worked as Safety Officer in Public Sector Undertakings or in large and reputed Private company (minimum annual turnover of Rs 100 crores)

S No.	Name of the post (Grade)	Monthly CTC	Max. Age As on 08 JAN 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 08 JAN 2021
5	Assistant Manager (Contract basis)  On fixed term contract basis for 02 years	Rs. 55,000/- PM (Consolidated all inclusive)  For other benefits- refer the detailed advertisement	35 Yrs	HR  02 Post (01-UR; 01-OBC)	<p><b><u>Essential:</u></b></p> <p>1) Full time Graduate in any discipline with not less than 60% 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><b><u>Desirable:</u></b></p> <p>Degree in law from a recognized university / AICTE approved institution.</p>	<p><b><u>Essential:</u></b></p> <p><b><u>(a) Experience:</u></b></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 (minimum annual turnover of Rs 100 crores)</p> <p><b><u>Desirable Skills:</u></b></p> <p>(1) Should have exposure to Manpower planning, Industrial Relations &amp; 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)	Monthly CTC	Max. Age As on 08 JAN 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 08 JAN 2021
6	Assistant Manager (Contract basis)  On fixed term contract basis for 02 years	Rs. 55,000/- PM (Consolidated all inclusive)  For other benefits- refer the detailed advertisement	35 Yrs	Legal  02 Posts (01-UR; 01-OBC)	<b>Essential:</b>  Graduate with LLB or Degree in Law (5 years course) from a recognized university / AICTE approved institution	<b>Essential:</b>  Minimum 02 years of post-qualification experience as Civil side Advocate in Civil Courts and High Court of Andhra Pradesh
7	Assistant Manager (VC 11184) (Contract basis)  <b>(a) Job Profile:</b> Management of Warranty/ Guarantee defects of indigenous built ship yard VC 11184 at Kochi  <b>(b) Duration:</b> On fixed term contract basis for 01 year extendable upto one year subject	Rs. 55,000/- PM (Consolidated all inclusive)  For other benefits- refer the detailed advertisement.	35 Yrs	Mechanical/ Electrical  01 Post (01-UR)	<b>Essential:</b>  Full time BE/ B.Tech with not less than 60% marks in Mechanical/ Ship Building / Electrical / Electronics from a recognized university / AICTE approved institution  <b>Desirable:</b> Any specialised course / Certificate in ships systems/ marine engg	<b>Essential:</b>  <b>Experience:</b> The candidate should have minimum 02 years of experience in the Navy as a technical officer. Experience should be in management level dealing repairs and refits / ship building with Naval Dockyards / Warship overseeing Teams with hands on experience in the following:-  1. Technical knowhow on the ship building process including handling newly commissioned ships and understanding of Naval Standards and specifications. 2. Scrutiny of guarantee defects and understanding of liabilities of Shipyard and their interpretation with cost benefit to shipyard. 3. Knowledge on Naval system of reporting defects, administrative system of facilitating works on-board and interfacing the same with Shipyard norms and processes.

	to requirement and satisfactory performance					<p>4. Evaluate technical offers of OEMs/Suppliers, participate in TNCs with OEM and Suppliers</p> <p>5. Dealing with OEMs especially all foreign OEMs as well as BEL, HAL, ECIL, Wartsila, Cummins etc.</p> <p><b>Nature of Work :</b></p> <ol style="list-style-type: none"> <li>1. Required to be working at Kochi as representatives of HSL.</li> <li>2. Coordinate all defects raised on the said equipment / system on-board HSL built ship including liquidation of D448 liabilities.</li> <li>3. Identify the defects with respect to various OEMs/ yard in 24 hours of reporting of the same.</li> <li>4. Ensure the defects projected are filled in with all details as per format.</li> <li>5. Immediately liaise with the concerned HSL Officer at Visakhapatnam and transmit the defect in the format in 24 hours.</li> <li>6. Coordinate the defect rectification in the shortest possible time.</li> <li>7. Facilitate the admin and technical arrangements for OEMs / workmen deployed on-board for rectification of the defects.</li> <li>8. Regular updates and feedback of the progress of defect rectification.</li> <li>9. Make reports regarding the defects- causes and spares used. Maintain data base of all defects reported and rectified.</li> <li>10. Get best possible and least cost solution to HSL for defect rectification.</li> </ol>
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S No.	Name of the post (Grade)	Monthly CTC	Max. Age As on 08 JAN 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 08 JAN 2021
8	Junior Manager (IPMS of VC 11184) (Contract basis)  On fixed term contract basis for 01 year extendable upto one year subject to requirement and satisfactory performance	Rs. 40,000/- PM (Consolidated all inclusive)  For other benefits- refer the detailed advertisement.	35 Yrs	Mechanical/ Electrical  01 post (01-UR)	<u><b>Essential:</b></u> Degree / Diploma with not less than 50% marks in Mechanical/ Ship Building/ Electrical/ Electronics from a recognized university / AICTE approved institution  <u><b>Desirable:</b></u> Any specialised course / Certificate in ships systems	<u><b>Essential:</b></u> <b>(a) Experience:</b> The candidate should have 02 years of experience in working on HSL built ship. Experience should be: 1. Hands on skill of the equipment / systems required 2. Thorough knowledge of the equipment / systems and trained by respective OEMs 3. Undertaking level 2 and 3 maintenance works on the said equipment / systems. 4. Familiar with the OEM documentation and drawings and Parts Identification lists of the said equipment / systems. 5. Should have participated in Trials of the said equipment / systems.

						<p><b>(b) Nature of Work :</b></p> <ol style="list-style-type: none"> <li>1. Required to be working as per the routine of HSL.</li> <li>2. Attend to all defects raised on the said equipment / system on-board HSL built ship for following equipment. <ol style="list-style-type: none"> <li>(a) IPMS-01</li> <li>(b) HVAC-01</li> <li>(c) RHTS- 01</li> <li>(d) Diesel Alternators (Cummins)</li> <li>(e) IBS – Integrated Bridge Management System - 01</li> <li>(f) LAN network -01</li> <li>(g) PGD-01</li> </ol> </li> <li>3. Undertake first, second and third level maintenance works on the said equipment / systems.</li> <li>4. Identify defects that are projected at harbour as well as at sea.</li> <li>5. Undertake / repair defects that are reported on the said equipment / system.</li> <li>6. Make reports regarding the defects- causes and spares used.</li> </ol>
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S No.	Name of the post (Grade)	Monthly CTC	Max. Age As on 08 JAN 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 08 JAN 2021
9	Medical Officer (Contract basis)  On fixed term contract basis for 02 years extendable upto one year subject to requirement and satisfactory performance	Rs. 62,000/- PM (Consolidated all inclusive including NPA)  For other benefits- refer the detailed advertisement.	35 Yrs	Medical 02 posts  (01-UR; 01-SC)	<b><u>Essential:</u></b>  MBBS Degree and registered with Indian Medical Council.  <b><u>Desirable:</u></b> 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	<b><u>Essential:</u></b>  Candidates should have minimum 02 years post qualification experience in Medical Department of CPSEs with large industrial townships / Govt. Hospitals in District Head Quarters/ Large Industrial Hospitals in Private Sector. /Govt. Sector.

**A. Scale of Pay & Benefits:**

- a) Consolidated pay includes gross salary and other benefits like Contributory Provident Fund Scheme, Subsidized Lunch, Non-practicing allowance (only for medical officers) etc. as admissible.
- b) Paid Leave benefit: Sick leave - 10 days per year and Casual Leave - 12 days per year

**B. Relaxations:**

- i. 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.

**C. 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.

**D. Application fee:**

- 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 through online.

**E. Eligibility criteria for candidates from Government/ PSU/ Private sector:**

- Training period in any organisation shall not be counted as work experience, including the period of executive training, management training, apprentice training, advanced training or any other training.

**F. Method of Selection:**

- The selection process shall be held at Hindustan Shipyard Limited, Visakhapatnam or Group Discussion and/or interview through electronic media in view of Covid-19 pandemic issues or at any place as decided by HSL.
- The Management reserves the right to raise the minimum eligibility standards, change the selection criteria, and cancel the recruitment process without assigning any reasons.

**G. Other terms & conditions:**

- The Contract may be terminated by either party by giving one months' notice in writing or in lieu by payment of one month notice pay.

**Consultants on fixed term contract basis:**

S No.	Name of the post (Grade)	Remuneration	Max. Age As on 08 JAN 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 08 JAN 2021
1	<p>Senior Consultant (Indigenisation)</p> <p>On fixed term contract basis for 02 years extendable upto one year subject to requirement and satisfactory performance. At the end of every Quarter, a list of deliverables for the quarter and planned deliverables for the next month is to be prepared and submitted.</p>	<p>Rs. 1,10,000/- (Consolidated all inclusive- Negotiable)</p>	<p>58 years</p>	<p>Technical</p> <p>01 Post</p>	<p><b>Essential:</b> Full time BE/ B.Tech with not less than 60% marks in Mechanical/ Ship Building/ Naval Architecture from a recognized university / AICTE approved institution.</p> <p><b>Desirable:</b> (a) Candidates holding Post-Graduation in Technology will be given additional weightage (b) Any specialised course/ Certificate in IPR (c) Any certified course attended/ qualified in Indigenisation/ innovative solutions</p>	<p><b>Essential:</b> <b>(a) Experience:</b> The candidate should have 20 years of post-qualification experience in Defence (Navy/marine field) / Government organisations / Defence Public Sector Undertakings, which should include:-</p> <p>(i) Experience in management level dealing with indigenisation and indigenous solutions in ship building &amp; repairs and infrastructure development. (ii) 05 years in an organisation which is directly involved in Indigenisation / indigenous solutions dealing with vendor development/ assessment of warships/ submarine equipment by Understanding of Naval Standards and specifications. (iii) Screening of technical specifications for ship borne equipment and systems for accuracy with respect to cost benefit, given QRs and amenability for indigenous production to the extant feasible. (iv) Identification and introduction of indigenous equipment and solutions.</p>

						<p>(v) Awareness and application of various standards for warship borne equipment and systems.</p> <p>(vi) To be available at site for 18 days per month</p> <p>(vii) Remaining period consultancy through email / VC as and when required</p> <p><b><u>Desirable Skills:</u></b></p> <p>(i) Experience in conduct of TNCs, Evaluation of technical offers of OEMs/Suppliers, participation in TNCs with OEM and Suppliers.</p> <p>(ii) Handling of various Marine OEMs for procurement of key machinery used in ships.</p> <p>(iii) Development of engineering solutions to complex issues faced during construction and equipment selection.</p> <p>(iv) Contract preparation advisory at Preliminary Stage, Tender Stage, and Technical bid evaluation stage.</p>
<b>S No.</b>	<b>Name of the post (Grade)</b>	<b>Remuneration</b>	<b>Max. Age As on 08 JAN 2021</b>	<b>Discipline/ Reservation &amp; No. of posts</b>	<b>Qualification</b>	<b>Professional experience as on 08 JAN 2021</b>
2	Senior Consultant (SAP/ERP)  On fixed term contract basis for 02 years extendable upto one	Rs. 1,10,000/- (Consolidated all inclusive- Negotiable)	58 years	SAP  01 post	<b><u>Essential:</u></b> BE/B.Tech. in any discipline/ M Sc (IT/CS)/ MCA with not less than 60% marks from a recognized university / AICTE approved institution preferably from Tier I institution / IIT/NIT.	i) Candidate should have minimum 15 years post-qualification experience in SAP ERP various flavour like ECC and HANA and S/4 HANA ii) Experience in similar role for at least 5 years.

	<p>year subject to requirement and satisfactory performance. At the end of every Quarter, a list of deliverables for the quarter and planned deliverables for the next month is to be prepared and submitted.</p>				<p>SAP Certification in S4 HANAA / BASIS/ ABAP and any relevant area</p> <p><b><u>Desirable:</u></b></p> <p>MBA from reputed institution preferably IIM / equivalent with 60% marks / equivalent GPA.</p>	<ul style="list-style-type: none"> <li>iii) Must have completed at least five end-to-end SAP implementations at least two end-to-end implementations in S/4 HANA/ ECC green field implementation.</li> <li>iv) Integration knowledge with frequently used modules like FI-CO, MM, SD, PP and QM</li> <li>v) Conducts user requirements gathering, blueprinting and documentation designs. Follow best practices and SAP functionality in system.</li> <li>vi) Conduct Unit tests, Integration tests and system Integration.</li> <li>vii) Understanding key business requirements, preparing AS-IS and TO-BE documents and signing off with users to have business blueprint document.</li> <li>viii) Experience in coordinating with development team</li> <li>ix) Experience in writing functional requirements / design document</li> <li>x) To be available at site for minimum 10 days per month</li> <li>xi) Remaining period consultancy through email / VC as and when required.</li> <li>xii) Oversee the creation of consolidated cross module reporting. Facilitate visualisation requirements like dash boards, score cards etc.</li> </ul>
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S No.	Name of the post (Grade)	Remuneration	Max. Age As on 08 JAN 2021	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 08 JAN 2021
3	Senior Consultant (Infra Augmentation)  On fixed term contract basis for 02 years extendable upto one year subject to requirement and satisfactory performance. At the end of every Quarter, a list of deliverables for the quarter and planned deliverables for the next month is to be prepared and submitted.	Rs. 1,10,000/- (Consolidated all inclusive - Negotiable)	58 years	Civil  01 post	<b>Essential:</b> Full-time degree/ diploma in Civil/ Civil & Structural/ Structural Engineering discipline with not less than 65% marks from a recognized university / AICTE approved institution  <b>Desirable:</b> M Tech in Structures / Construction Management / Marine Works	<b>Essential:</b> - Post qualification experience of 20 years which includes 3 to 5 years of experience in maintenance of civil structure and execution of civil works in marine environment, shipyards / shipyards construction. - To be available at site for 18 days per month - Remaining period consultancy through email / VC as and when required  <b>Desired skills:</b> Soft Skills – Project Planning & Coordination

**A. Application fee:**

- 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 through online.

**B. Eligibility criteria for candidates from Government/ PSU/ Private sector:**

- Training period in any organisation shall not be counted as work experience, including the period of executive training, management training, apprentice training, advanced training or any other training.

**C. Method of Selection:**

- The selection process shall be held at Hindustan Shipyard Limited, Visakhapatnam or Group Discussion and/or interview through electronic media in view of Covid-19 pandemic issues or at any place as decided by HSL.
- The Management reserves the right to raise the minimum eligibility standards, change the selection criteria, and cancel the recruitment process without assigning any reasons.

**D. Other terms & conditions:**

- The Contract may be terminated by either party by giving one month notice in writing or in lieu by payment of one month notice pay.

**General Instructions:**

**i. Grouping of Disciplines:**

<b>GROUPING OF DISCIPLINES IN ENGINEERING</b>	
<b>Discipline</b>	<b>Grouping of Branches of Engineering</b>
Mechanical	Mechanical / Mechanical & Industrial Engineering / Mechanical & Production Engineering / Production Engineering / Production/ Marine Engineering/ Metallurgy.
Electronics	Electronics / Electronics & Communications / Applied Electronics/ Instrumentation.
Electrical	Electrical / Electrical & Electronics / Electrical & Instrumentation.
Computer / IT	Computer / Information Technology / Computer Technology.
Civil	Civil / Civil & Structural / Structural.
Naval Architecture	Naval Architecture / Naval Architecture & Ship Building / Naval Architecture & Ocean Engineering/ Naval Architecture & Marine Engineering

- ii. Indian Nationals only need to apply.
- iii. Applications sent other than the prescribed method stand rejected.
- iv. Print-out of the filled Online Application 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 **16 Jan 2021**.
- v. **Only candidates meeting essential qualification and experience will be shortlisted/ qualified for the selection process.**
- vi. 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.
- vii. 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.
- viii. 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.
- ix. 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.
- x. The Management reserves the right to create and operate a panel of shortlisted candidates.
- xi. The Qualifying Requirement /Experience & Age limit shall be reckoned as on the last date for online submission of application i.e., **08 Jan 2021**.
- xii. 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.
- xiii. The Management reserves the right to Increase or decrease the number of posts or consider for lower posts/grades to meet the organizational requirement.
- xiv. Out-station Candidates (for regular posts) called for interview for the posts at S. No. 1, 2 & 3 will be paid to and fro 1<sup>st</sup> AC train fare by shortest route and for the posts at S. No. 4 & 5 will be paid to and fro 2<sup>nd</sup> AC train fare by shortest route. No TA shall be paid for candidates attending for fixed term contract basis and Consultant on fixed term contract posts.
- xv. **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.**

**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 are requested NOT to be idle for more than 5 minutes to avoid the expiry of web page while filling the online application.
5. Candidate should be ready with all the bio-data before filling the application.
6. Click on “Careers” under “Human Resources” visit “Current Openings” link to view the openings available.
7. Please read the advertisement notice carefully, candidates are advised to self-check their eligibility against the recruitment posts.
8. Click on the respective link under “Apply Now” to submit the application online.
9. Registration process contain 3 stages 1) Personal details 2) Educational details and 3) Payment details
10. If you have experience, please select “Experienced” else “Management Trainee” from the dropdown control against “Type of post”.
11. 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.
12. After successful completion of all the stages you will receive a confirmation message.
13. 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.
14. You will receive a confirmation e mail with the Registration ID and a link to view your submitted application form.
15. Candidates are also advised to check their SPAM if the email does not reach inbox.
16. Take a print-out (Hard copy) of the filled Online Application for future reference.
17. Keep your DOB and Registration ID confidential.
18. In case of difficulty in registration or for any clarification, candidates may contact [recruitment@hslvizag.in](mailto:recruitment@hslvizag.in) electronically

**EXPERIENCE DETAILS**

**Annexure – I**

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

<b>Sl. No.</b>	<b>Name of the Organisation</b>	<b>Designation</b>	<b>Nature of Duties</b>	<b>No. of years</b>	<b>Salary/CTC</b>