

COCHIN SHIPYARD LIMITED

KOCHI 682015

(P&A Department)

No.P&A/2(228)/10- Vol III

24 Jan 2013

Cochin Shipyard Limited, premier Shipyard in the country and a Mini Ratna Company of Government of India, invites application from candidates fulfilling requirements, for filling up of the following posts.

I. Posts, Qualification & Experience

| Sl No | Name of Post & No. of Vacancies | Qualification & Experience |
|-----------------------------|---|--|
| A. SUPERVISORY POSTS | | |
| A.1 | Accountant PS-I Grade. (4- Posts, UR-2, OBC-1, SC-1) | Pass in B. Com and M.Com with 60 % of marks. Seven years experience in Finance/Accounting in a Government Department/Large Public or Private Sector Undertaking. Experience of working in a computerised environment would be an added advantage. |
| A.2 | Assistant Engineer (Painting) PS-I Grade (3- Posts, UR-2, OBC-1) | Degree in Chemistry or Three year Diploma in any branch of Engineering from a State Board of Technical Education securing minimum of 60% of marks and possessing NACE or FROSIO level-I Inspector qualification. Seven years experience in painting preferably in a Shipyard/Naval Dockyard or Heavy Engineering Company. |
| B. WORKMEN POSTS | | |
| B.1 | Technical Assistant (Mechanical) (Pay Scale-W10) (3-Posts, SC-1, ST-2) | Pass in Three year Diploma in Mechanical Engineering from a State Board of Technical Education securing minimum of 60% of marks. Seven Years experience in planning and production control activities in Shipyard/Dockyard or Heavy Engineering Company and must be Computer savvy. |
| B.2 | Technical Assistant (Electrical) (Pay Scale- W10) (1-Post, SC) | Pass in Three year Diploma in Electrical Engineering from a State Board of Technical Education securing minimum of 60% of marks. Seven Years experience in planning and production control activities in Shipyard/Dockyard or Heavy Engineering Company and must be Computer savvy. |
| B.3 | Junior Technical Assistant Pay Scale-W7 (Total 20-Posts, SC-2, ST-1 OBC-5, UR-12) (Mechanical-12, Electrical-4, Civil-2, Electronics-1, Instrumentation-1) | Pass in three year Diploma in Mechanical/Electrical/Civil/ Electronics/ Instrumentation Engineering from a State Board of Technical Education securing minimum of 60% of marks. Four years experience relating to works in Hull, Engineering, Electrical, Civil, Electronics and Instrumentation. Preparation of Reports, Stores and Material Accounting, Updating ERP System, Man hour Booking, Record and Report Generation, Invoice preparation in a Shipyard/Heavy Engineering Company and must be Computer savvy. |
| B.4 | Junior Commercial Assistant Pay Scale-W7 (15-Posts, SC-2, ST-1, OBC-4, UR-8) | Pass in three year Diploma in Commercial Practice/Computer Science/ Information Technology securing minimum of 60% of marks from a State Board of Technical Education. Four years experience in matters relating to Office work, Updating ERP System, Man hour Booking, Data entry, Record and Report Generation, maintenance of files, registers and records in a Shipyard/Heavy Engineering Company and must be Computer savvy. |

| SI No | Name of Post & No. of Vacancies | Qualification & Experience |
|-------|--|--|
| B.5 | Junior Finance Assistant Pay Scale-W7 (2-Posts- UR) | Pass in M.Com securing first class from a recognised University. Four years experience in matters relating to Finance/Accounting in a Government/ Large Public or Private sector Undertaking and must be Computer savvy. |
| B.6 | Storekeeper Pay Scale-W7 (6-Posts,OBC-1, UR-5) | Graduate with Post Graduate Diploma in Materials Management or Diploma in Engineering (Mechanical/Electrical). Four years experience in storekeeping in a Shipyard/Heavy Engineering Company/Government. Preference will be given to those having exposure in materials management/ ERP packages. |
| B.7 | Welder Cum Fitter Pay Scale-W6 (Total: 84 posts, SC-9, ST-2, OBC-21, UR-52) (Welder-17 Fitter Structural- 20 Fitter Pipe-12 Fitter Engineering-23 FitterMaintenance-12) | Pass in SSLC, ITI (National Trade Certificate) and All India National Trade Test (National Apprenticeship Certificate) in any one of the following trades or equivalent qualifications in the case of Ex-Servicemen. a) Fitter (Structural/Pipe (Plumber)/ Sheet Metal Worker/ Welder (Gas & Electrical) or b) Fitter or Mechanic (Motor Vehicle/Diesel /Tractor/ Earth Moving Machinery) Five years experience in the following areas in a Shipbuilding/ Ship repair yard or Heavy Engineering Company. i) Gas cutting and welding (gas and electric, manual, automatic, MIG/ semi-automatic special welding), gouging, gas and electric brazing, flame heating, chipping and grinding, staging and handling, etc. or ii) Structural work using machines like bending machine, shearing machine, hydraulic presses etc and or in repair and maintenance of heavy duty cranes, hydraulic presses, compressors, pneumatic tools etc. or iii) Erection, repair and maintenance of pumps, generators, compressors, marine engines, thermal power station auxiliaries etc. or iv) Experience as Pipe Fitter including pipe shop experience such as cutting, bending, fabrication, welding, pressure testing, surface treatment etc. |
| B.8 | Painter Pay Scale-W6 (7-Posts, SC-1, OBC-1, UR-5) | Pass in SSLC, ITI (National Trade Certificate) with All India National Trade Test (National Apprenticeship Certificate) in the trade of Painter (Marine/General)/Fitter/Sheet Metal Worker or equivalent qualification in the case of Ex-Servicemen. Five years experience as Painter (Marine) in Shipbuilding/ Ship repair yard or Heavy Engineering Company. |
| B.9 | Fitter (Electrical) Pay Scale-W6 (15 Posts, SC-2, ST-1, OBC-4, UR-8) | Pass in SSLC, ITI (National Trade Certificate) and All India National Trade Test (National Apprenticeship Certificate) in the trade of Electrician or equivalent qualification in the case of Ex-Servicemen. Five years experience as Mechanic or Electrician looking after the operation of Sub station, installation of HT/LT switchgears, transformers, maintenance of electrical equipments in a Shipbuilding/ Ship repair yard or Heavy Engineering Company. |

| SI No | Name of Post & No. of Vacancies | Qualification & Experience |
|-------|--|---|
| B.10 | Crane Operator (Electrical) Pay Scale-W6 (8-Posts, SC- 1 ,OBC-2, UR- 5) | Pass in SSLC, ITI (National Trade Certificate) and All India National Trade Test (National Apprenticeship Certificate) in the trade of Electrician/Electronics or equivalent qualification in the case of Ex-Servicemen. Five years experience in operating EOT cranes in a Shipbuilding/ Ship repair yard or Heavy Engineering Company |
| B.11 | Fitter (Electronics) (Pay Scale-W6) (3-Posts-UR) | Pass in SSLC, ITI (National Trade Certificate) and All India National Trade Test (National Apprenticeship Certificate) in the trade of Electronic Mechanic or equivalent qualifications in the case of Ex-Servicemen. Five years experience in the repair and maintenance of electronic control circuits of industrial equipments/onboard Ships/ Shipyard or Heavy Engineering Company. |
| B.12 | Instrument Mechanic (Pay Scale-W6) (2-Posts -UR) | Pass in SSLC, ITI (National Trade Certificate) and All India National Trade Test (National Apprenticeship Certificate) in the trade of Instrument Mechanic or equivalent qualifications in the case of Ex-Servicemen. Five years experience in the repair and maintenance of Instrument Gauges, Pneumatic, Electric and Hydraulic controlling systems of various equipment, gas cutting machines, pressure regulators, heating equipment etc. in a Shipyard or Heavy Engineering Company. |
| B.13 | Shipwright Wood (Pay Scale-W6) (7-Posts- OBC-2, UR-5) | Pass in SSLC, ITI (National Trade Certificate) and All India National Trade Test (National Apprenticeship Certificate) in the trade of Shipwright Wood (Carpenter) or equivalent qualifications in the case of Ex-Servicemen. Five years experience as Carpenter in Shipbuilding/ Ship repair yard or Heavy Engineering Company. |
| B.14 | Machinist (Pay Scale-W6) (8-Posts, SC-1, OBC-2, UR-5) | Pass in SSLC, ITI (National Trade Certificate) and All India National Trade Test (National Apprenticeship Certificate) in the trade of Machinist or equivalent qualifications in the case of Ex-Servicemen. Five years experience as a Machinist in operating Machine Tools like Lathes, Milling Machine, Turning Machine etc. in a Shipyard or Heavy Engineering Company. |
| B.15 | Crane Operator (Diesel) (Pay Scale-W6) (3-Posts- UR/ESM) | Ex-Servicemen who have passed SSLC, ITI (National Trade Certificate) certificate in the trade of Fitter or Mechanic (Diesel) or equivalent qualifications. Five years experience in the operation and maintenance of Mobile Cranes in a Shipyard or Heavy Engineering Company. |
| B.16 | Staff Car Driver Pay Scale-W5 (2-Posts-UR/ESM) | Ex-Servicemen who have passed SSLC and possessing valid Driving License for driving Light Vehicles issued by the Union of India and three years experience as Staff Car Driver in Public or Private Sector Undertakings. |
| B.17 | Semi Skilled Rigger Pay Scale-W5 (12-Posts, SC-1, ST-1, OBC-3, UR-7) | Pass in IV Std. Five years experience in Rigging of heavy duty machine parts, assisting in the erection of machinery/ equipment etc, in a Shipbuilding/ Ship repair yard or Heavy Engineering Company. Good knowledge of splicing works of wire ropes. |

| SI No | Name of Post & No. of Vacancies | Qualification & Experience |
|-------|--|---|
| B.18 | Fireman (Pay Scale W5) (4-Posts- UR-4) | Pass in SSLC. Training in Fire Fighting from a State Fire Force or Public Sector Undertaking or recognised Fire Fighting course in the Armed Forces or Training in Fire Watch/Patrol from State Fire Fighting Force. Valid First Aid Certificate from St. John's Ambulance Association/ Recognised Institutions. Knowledge in Malayalam is desirable. One year experience for those with training in Fire Fighting or 5 years experience for those with training in Fire Watch/Patrol as a Fire Watchman in State Fire Force or in a large Industrial Undertaking or in the Armed Forces. |
| B.19 | General Worker (Canteen) (Pay Scale W1) (4-Posts, OBC-1, UR-3) | Pass in VII Std. Five years experience in a Statutory Industrial Canteen that caters to a minimum of 250 workers. Knowledge in Malayalam is desirable. |

From the posts notified at SI No. A1 & A2 and B1 to B 19, twelve vacancies are reserved for Persons with Disabilities, (Visually Handicapped/Hearing Handicapped / Orthopaedically Handicapped).

II. Scale of Pay

All the posts are in Industrial Dearness Allowance (IDA) pattern and consist of Basic Pay, IDA, and HRA and Allowances as admissible.

| Pay Scale | Scale of Pay |
|-----------|---------------|
| PS-I | ₹ 11200-29500 |
| W10 | ₹ 10200-27400 |
| W7 | ₹ 9300-22200 |
| W-6 | ₹ 8900-18500 |
| W-5 | ₹ 8400-16200 |
| W-1 | ₹ 6600- 13200 |

III. Age

Age as on 31 Jan 2013 shall not exceed 35 years, relaxable by 3 years for OBC and 5 years for SC/ST, 10 years for Persons with Disabilities (PWD) and 45 years or the period of military service plus three years in the case of Ex-servicemen. Further relaxation of age will be granted in deserving cases who have experience of working in Shipyards.

IV. Method of Selection

For all posts the selection process will be held at Cochin Shipyard Limited, Kochi on the dates decided by the Shipyard. Request for change in venue/dates of tests/interview will not be entertained. The method of selection will include a Written/Practical Test/Personal interview.

| Post | Method of Selection & Marks | Syllabus |
|-------------------------------------|---|---|
| SI No. A.1 to A.2 and B.1 to B.6 | Written Test-80 marks Interview-20 marks | The written test both objective and descriptive type will include questions on General Knowledge, General English, Reasoning, Quantitative Aptitude and discipline related. |
| SI No. B.7 to B.19 | Practical Test-80 marks Interview-20 marks | Practical Test in the relevant trade/job. For posts at SI No. B.16 to B.19 practical test include Physical test/Objective type written test. |

V. Conditions

a) Reservation

- (i) Government of India Directives on reservation applicable for Scheduled caste (SC)/ Scheduled Tribe (ST)/ Other Backward Class (OBC)/ Persons with Disabilities (PWD) / Ex-Servicemen (ESM) candidates will apply and be strictly followed.
- (ii) From the posts notified at Sl No. A1 & A2 and B1 to B 19, twelve vacancies are reserved for Persons with Disabilities (Visually Handicapped/Hearing Handicapped / Orthopaedically Handicapped) category. The physical requirement for posts include ST, S, W, BN, L, SE, KC, MF, H, RW and PP (ST-Standing, S-Sitting, W-Walking, BN-Bending, L-Lifting, SE-Seeing, KC-Kneeling & Crouching, MF-Manipulating with Fingers, H-Hearing, RW-Read & Writing, PP-Pulling and Pushing)
- (iii) In the case of Persons with Disabilities the degree of disability should be minimum of 40%. The candidate should possess latest Certificate to this effect in the prescribed format issued by an authorised Medical Board constituted by the Government of India / State Government.
- (iv) Reservation of posts for Ex-servicemen 14.5% in the case of posts at Sl No. A.1 to A2 and B.1 to B.6 and 24.5 % in the case of posts at Sl no. B.7 to B.19 will apply.

b) Qualification

- (i) Those candidates having qualifications equivalent to any of the prescribed qualifications should enclose equivalency certificate issued by the competent authority along with print out of their online application and without such certificate candidature will not be considered.
- (ii) Relaxed standards in qualification requirement (55% of marks and above in qualifying examination wherever applicable) will be followed in the case of SC/ST candidates, provided they satisfy all other requirements.
- (iii) For the post of Crane Operator (Electrical) at Sl No. B.10 the requirement of National Apprenticeship Certificate will be relaxed in the case of candidates having more than 5 years experience in operating EOT cranes in a Shipyard or Heavy Engineering Company. For the post Crane Operator (Diesel) at Sl No. B.15, in the absence of sufficient number of candidates with National Trade Certificate in Fitter or Mechanic (Diesel), Ex-Servicemen possessing National Trade Certificate with five years experience in operating Diesel Cranes in a Shipyard or Heavy Engineering Company will also be considered.

c) Experience

- (i) Post qualification experience only will be considered. Period of experience will be reckoned as on 31 Jan 2013. The period of Apprenticeship Training in the relevant trade under the Apprentices Act 1961, will be treated as experience. Period of Advanced/ADS training in Cochin Shipyard will also be treated as experience for determining eligibility. Experience Certificates obtained from Shipyards/Heavy Engineering Companies registered under the Companies Act 1956 or Foreign Shipyards/Companies of equivalent status will only be considered for short listing.
- (ii) Period of experience stipulated for posts at B1 to B2 may be relaxed by a maximum of 2 years in the event of non availability of reserved candidates with prescribed years of experience.
- (iii) For the post of Crane Operator (Electrical) at Sl No. B.10 the experience requirement will be relaxed in the case of candidates having experience in operating EOT cranes in a Shipyard or Heavy Engineering Company provided they meet requirements.

d)General

- (i) Depending upon number of online applications received for all the posts, Shipyard reserves the right to stipulate a higher cut off mark than the minimum eligibility marks stipulated in the qualifying examinations and accordingly short list candidates for consideration for selection.
- (ii) Candidates should produce original certificates for verification at the time of test/interview and in case of failure to produce the original certificates, the candidature will be rejected. Candidates should satisfy themselves that they fulfill the requirements as per the notification before submitting application for a post through online. If at any stage, it is found that any information furnished is false / incorrect or the candidate does not satisfy the eligibility requirements, the candidature is liable to be cancelled / rejected.
- (iii) SC/ST/PWD candidates appearing for written/practical test/ interview shall be reimbursed to & fro second class rail /bus fare by the shortest route from the mailing address mentioned in their online application to Cochin Shipyard Ltd, Kochi subject to production of train/bus ticket and as per rules.
- (iv) No correspondence regarding the rejection of application in case of ineligibility will be entertained.
- (v) Shipyard reserves the right to conduct additional examination/skill test or call for any additional documentary evidence in support of qualification and experience claimed by the candidates in their online application.
- (vi) Those who are working in Government Departments or Public Sector Organisations should produce “No Objection Certificate” from the employer at the time of test/interview failing which candidature will be cancelled/ rejected.

- (vii) Submission of application through online and Issue of admit card for test/interview shall not confer any right to the candidate of acceptance of candidature or cannot be construed as an acknowledgement of fulfilling the eligibility criterion.
- (viii) Appointment of selected candidates will be subject to verification of character and antecedents and verification of caste certificates if applicable.
- (ix) Applicants should be of sound health and satisfy the medical fitness standards as fixed by the company. The selected candidates should undergo a medical examination in the hospitals as prescribed by the company and medical fitness of all candidates are further subject to certification by the company medical officer.
- (x) Any legal proceedings in respect of any claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted only in the Courts/Tribunals/Forums at Kochi shall have sole and exclusive jurisdiction.
- (xi) Cochin Shipyard reserves the right to change the number of vacancies, and the vacancies notified may not be filled up. Further, Cochin Shipyard Ltd. reserves the right to restrict/alter/cancel/modify the recruitment process, if need so arises without notice or assigning any reason thereof.
- (xii) Any amendment, modification or addition to this advertisement will be given in the CSL website only.

e) How to Apply

- (i) Candidates meeting the requirements notified shall submit application through online from 15 Feb 2013 and the facility can be accessed through our website www.cochinshipyard.com. **Application submitted in any other mode will not be accepted.**
- (ii) Candidates should apply through online only and application once submitted shall be final. Candidates should not apply for more than one post. The website will remain functional for the purpose from 15 Feb 2013 to 11 Mar 2013.
- (iii) After applying through online, candidate is required to take a print out of the application form with unique registration number generated by the system and affix a recent passport size photograph and send the same along with the Demand Draft (in original) and self attested copies of all certificates for proof of age, qualifications, mark sheets, experience, caste, disability etc, to **The General Manager (HR), Cochin Shipyard Ltd, Kochi-682015**. The envelope containing the print out of the online application should be superscribed on top as "Application for the post of(Post name) & Registration No.". It is important to note that, the candidature will be considered only on receipt of the online application print out with Registration number along with copies of certificates and the Demand Draft as applicable.

f) Application Fee

- (i) Application fee of ₹ 100/-(Non refundable) for all posts. Fee in the form of a crossed Demand Draft (DD) drawn in favor of COCHIN SHIPYARD LIMITED on any Nationalised bank payable at Kochi should be sent along with the online application print out. No other mode of payment will be accepted. DD should be taken after the date of publication of this advertisement. **Candidates belonging to Scheduled Caste (SC)/ Scheduled Tribe (ST) / Person with Disability (PWD) need not pay application fee.**

VI. Important Dates.

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| Commencement of Online Application | : 15 February 2013 |
| Last Date of Online Application | : 11 March 2013 |
| Last Date of receipt of Online Application, Print Out, copies of certificate and DD | : 16 March 2013 |

**“CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION”
“ONLY INDIAN NATIONALS NEED APPLY”**

GENERAL MANAGER (HR)