



गार्डेन रीच शिपबिल्डर्स एण्ड इंजिनियर्स लिमिटेड Garden Reach Shipbuilders & Engineers Limited

(A Govt. of India, Ministry of Defence, Undertaking)

CIN NO. : L35111WB1934GOI007891

Regd.& Corporate Office: GRSE Bhavan, 61, Garden Reach Road, Kolkata – 700024 ; Website: www.grse.in

EMPLOYMENT NOTIFICATION NO. 2024/01 (O)

DETAILED ADVERTISEMENT FOR OFFICER POSTS

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

Opening date for Online registration: 11 Jan 2024 (from 14:00 Hrs.)

Closing date for Online registration: 01 Feb 2024 (upto 23:59 Hrs.)

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Jan 2024</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Jan 2024</u>
I	PERMANENT EMPLOYMENT					
(A)	General Manager (E-7)	100000-3%-260000	52 yrs.	Technical-01 (OBC) (Backlog Vacancy)	Four years full time degree in Engineering or equivalent in the discipline of Mechanical / Electrical / Electronics / Marine Engineering / Civil / Production / Naval Architecture. [For detailed qualification grouping, please refer Note – 1 A (ii)]	i. 22 years' post qualification experience out of which at least 5 years in Senior position either singularly or collectively in "Ship building" / "Ship design" / "Ship repair" / "Overseeing the construction / repair of Naval Ships or Submarines" or "Product Design or Production or Planning / Project Management in a heavy engineering industry" ii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AGM Grade (E-6) for minimum 2 years. iii. Naval Officers of the rank of Commodore & above or equivalent in Army / Air Force / Coast Guard and Captain drawing Commodore rank scale of pay meeting the experience criteria may also be considered. iv. For details refer Note 6.

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(B)	Additional General Manager (E-6)	90000-3%-240000	50 yrs.	Finance-01 (UR)	Chartered Accountant (CA)/ Cost & Management Accountant (CMA)	<p>i. 20 years' post qualification experience in dealing with financial matters, either singularly or collectively, i.e. "Budgeting", "Costing", "Banking", "Taxation", "Finalisation of accounts", "Exposure in Audit Related matters", "Financial Concurrence in various procurements" and "compliance matters related to Finance".</p> <p>ii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DGM Grade (E-5) for minimum 2 years.</p> <p>iii. Naval Officers of the rank Captain and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may also be considered. Captain (TS) and Commander with requisite seniority meeting the experience criteria may be considered.</p> <p>iv. For details refer Note 6.</p>
(C)	Additional General Manager (E-6)	90000-3%-240000	50 yrs.	Human Resource-01 (OBC) (Backlog Vacancy)	Full Time Graduate with 02 years full time MBA / PG Degree / PG Diploma or equivalent in Human Resource Management / Human Resource Development / Personnel Management / Industrial Relations / Social Work / Labour Welfare	<p>i. 20 years' post qualification experience in dealing with HR matters i.e. IR, Contract Labour Management, Welfare administration, Establishment, Recruitment, Statutory Compliances, CSR etc.</p> <p>ii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DGM Grade (E-5) for minimum 2 years.</p> <p>iii. Naval Officers of the rank Captain and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may also be considered. Captain (TS) and Commander with requisite seniority meeting the experience criteria may be considered.</p> <p>iv. For details refer Note 6.</p>

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(D)	Deputy General Manager (E-5)	80000-3%-220000	48 years	Technical (IT) – 01 (SC) (Backlog Vacancy)	Four years full time degree in Engineering or equivalent in the discipline of Information Technology / Computer Science / Computer Technology/ Electrical Engineering/ Electronics Engineering [For detailed qualification grouping, please refer Note – 1 A (ii)]	<p>i. 15 years’ post qualification experience preferably in client environment on Enterprise Resource Planning using SAP, managing complete IT infrastructure consisting of Tier-II/III Data Centre/DR Centre, managing Networks (WAN & LAN) in diverse geographical locations complying latest Cyber Security & successful implementation of IT based solutions/projects for productivity enhancement in Industry such as Heavy Engineering/Defence Shipbuilding.</p> <p>ii. Experience of working on emerging Technology, viz. AI, IoT, analytics, Big data, Machine Learning will be an added advantage.</p> <p>iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years’ experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of SM Grade (E-4) for minimum 2 years.</p> <p>iv. Naval Officers of the rank of Commander & above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may also be considered.</p> <p>v. For details refer Note 6.</p>
(E)	Senior Manager (E-4)	70000-3%-200000	45 years	Engineering – 01 (OBC) (Backlog Vacancy)	Four years full time degree in Engineering or equivalent in the discipline of Mechanical/ Naval Architecture/ Production / Civil/ Electrical/ Electronics/ Computer Science [For detailed qualification grouping, please refer Note – 1 A (ii)]	<p>i. 11 years’ post qualification experience either singularly or collectively in Ship Building / Ship Design/ Ship Repair/ Technical Services/ Project Management/ Material Management/ Skill Development & Capacity Building/ Infrastructure Development & Maintenance in an industry or organization of repute.</p> <p>ii. Experience in Shipbuilding industry is preferable.</p> <p>iii. Candidates possessing Master Degree/ Post Graduation in Engineering in Mechanical/ Naval Architecture/ Production / Civil/ Electrical/ Electronics/ Computer Science with 09 years’ above experience mentioned at Sl. no. (i) above.</p>

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						<p>iv. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from Private sector should be drawing comparable CTC of Manager (E-3) Grade for minimum 2 years.</p> <p>v. Naval Officers of the rank Lieutenant Commanders and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may also be considered.</p> <p>vi. For details refer Note 6.</p>
(F)	Manager (E-3)	60,000- 3%-1,80,000	42 years	Finance-01 (ST) (Backlog vacancy)	Chartered Accountant (CA)/ Cost & Management Accountant (CMA)	<p>i. 08 years' post qualification experience in dealing with financial matters, either singularly or collectively, i.e. "Budgeting", "Costing", "Banking", "Taxation", "Finalisation of accounts", "Exposure in Audit Related matters", "Financial Concurrence in various procurements" and "compliance matters related to Finance".</p> <p>ii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DM Grade (E-2) for minimum 2 years.</p> <p>iii. Naval Officers of the rank of Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>iv. For details refer Note 6.</p>
(G)	Manager (E-3)	60,000- 3%-1,80,000	42 years	IT-01 (OBC) (Backlog vacancy)	Four years full time degree in Engineering or equivalent in any discipline.	<p>i. 08 years' post qualification hands on experience in</p> <p>a) In-depth Functional and technical experience in SAP Modules like MM, FICO, SD, PP, PS, PM, BASIS</p> <p>b) System Administration in Unix Platform.</p> <p>ii. Candidates possessing Master Degree/ Post Graduation in Engineering with 06 years' above experience mentioned at Sl. no. (i) above.</p>

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						<p>iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DM Grade (E-2) for minimum 2 years.</p> <p>iv. Naval Officers of the rank of Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>v. For details refer to Note 6</p>
(H)	Deputy Manager (E-2)	50000- 3%-160000	35 years	Legal - 01 (OBC) (Backlog vacancy)	Full Time Graduate and full time LLB. The LL.B. Degree must be obtained from a University / Institution recognized by Bar Council of India.	<p>i. 05 years' of relevant post qualification experience in handling matters related to Civil laws, Commercial law (Contracts, Sale of Goods Act, Interest Act), CPC, IPC, Cr.PC, Arbitration law, Companies Act & Insolvency & Bankruptcy Code, Partnership Act and Property Laws, Labour Laws, Service matters etc., before the Hon'ble Supreme Court / High Courts/ District Courts including Tribunals</p> <p>ii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector/Private Practitioners should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years.</p> <p>iii. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>iv. For details refer Note 6.</p>
(I)	Deputy Manager (E-2)	50000- 3%-160000	35 years	Human Resource - 01 (OBC) (Backlog Vacancy)	Full Time Graduate with 02 years full time MBA / PG Degree / PG Diploma or equivalent in Human Resource Management / Human Resource	<p>i. 05 years' post qualification experience in dealing with HR matters like Establishment/ Recruitment/ IR/ Contract Labour Management/ Welfare administration/ Statutory Compliances/ Disciplinary matters/ CSR etc.</p> <p>ii. Thorough knowledge of Labour Laws and HR Tools like</p>

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					Development / Personnel Management / Industrial Relations / Social Work / Labour Welfare	<p>Performance Management System, Competency Planning etc. is desirable.</p> <p>iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years.</p> <p>iv. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>v. For details refer Note 6.</p>
(J)	Deputy Manager (E-2)	50000- 3%-160000	35 years	Human Resource (CSR) - 01 (OBC) (Backlog Vacancy)	Full Time Graduate with 02 years full time MBA / PG Degree / PG Diploma or equivalent in Human Resource Management / Human Resource Development / Personnel Management / Industrial Relations / Social Work / Labour Welfare	<p>i. 05 years' post qualification experience in dealing with HR & CSR matters out of which at least 02 years work experience in CSR functions in reputed Corporates/ Government/ Public sector/ Autonomous Bodies OR</p> <p>05 years' post qualification experience in project conceptualizing to implementation in items specified in Schedule VII of Companies Act, 2013 and experience in developing CSR strategies, identifying potential partners, critically evaluating social development projects, project monitoring/ management & evaluation in Corporates/ CPSEs/ State PSUs/ other agencies/ reputed Non-Government Organizations (NGO)/ Autonomous Bodies</p> <p>ii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years.</p> <p>iii. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>iv. For details refer Note 6.</p>

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(K)	Deputy Manager (E-2)	50000- 3%- 160000	35 years	Medical- 01 (OBC) (Backlog Vacancy)	MBBS degree from any University recognized by Medical Council of India (MCI)	<p>i. 05 years' post qualification experience. Private practitioners with above experience may also be considered.</p> <p>ii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years.</p> <p>iii. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>iv. 1 year relaxation in post qualification experience for candidates having Post Graduate Diploma in Medical field. 2 years relaxation in post qualification experience for candidates having Post Graduate Degree in Medical field.</p> <p>v. For details refer Note 6.</p>
(L)	Deputy Manager (E-2) (posting will be at GRSE's Ranchi unit)	50000- 3%- 160000	35 years	Safety- 01 (EWS)	<p>4 years Full time Degree in Engg or equivalent in any discipline With Degree or Diploma in Industrial Safety recognized by the Govt. of Jharkhand</p> <p>OR</p> <p>Full time Graduate With Degree or Diploma in Industrial Safety recognized by the Govt. of Jharkhand</p>	<p>i. 05 years' of post qualification experience either singularly or collectively in:</p> <p>Production / Planning / Project Management / Maintenance/ Safety/ in a heavy engineering industry/ Public Sector Enterprise/ Govt. organization OR</p> <p>training, education, consultancy, or research in the field of accident prevention in industry or in any institution</p> <p>ii. Candidates possessing Master Degree/ Post Graduation in Engineering with 03 years' experience mentioned at <u>Sl. no.(i)</u> above.</p> <p>iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years.</p>

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						iv. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered. v. For details refer Note 6.
(M)	Deputy Manager (E-2)	50000- 3%-160000	35 years	Fire-01 (OBC)	BE (Fire) from NFSC Nagpur OR Four years full time degree in Engineering or equivalent in the discipline of Fire Engineering/ Fire Technology/ Safety & Fire Engineering/ Fire Technology & Safety Engineering (from UGC recognized university/ AICTE approved institution)	i. 05 years' of relevant post qualification experience as a Fire Officer in City/ State Fire Service/ Corporates/ Big Industrial Complex or as a Fire Officer in State/ Central Government/ Public sector Organizations/ Central Armed Police Forces ii. Candidates possessing Master Degree/ Post Graduation in Engineering with 03 years' experience mentioned at Sl. no.(i) above. iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years. iv. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered. v. For details refer Note 6.
(N)	Junior Manager (E-0)	30000- 3%-120000	32 years	Technical (Engineering) – 06 ** [UR-1, OBC-2, SC-1, EWS-1, ST-1 (backlog)]	Diploma in Engineering or equivalent in the discipline of Mechanical/ Production/ Marine Engineering. OR B Sc (Shipbuilding & Repair) [For detailed qualification grouping, please refer Note – 1 B (ii)]	i. 8 years post qualification experience either singularly or collectively in: “Ship building/ Ship Design/ Ship Repair activity/ Dockyards/ Repair Yards/ Heavy Engineering like Offshore OR Service in Trials Teams / WOTs with exposure to inspection/ trials of diesel engines/gas turbines/auxiliaries and systems/ machinery controls and other ship borne systems, OR On board service in frontline warships class of the Indian Navy or Indian Coast Guard like Shivalik/Delhi/Kolkata/Destroyers/ Frigates/Corvettes or similar major platforms

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						ii. Serving/ retired/ released Chief Artificer or Chief Petty Officer and above or equivalent rank in armed forces having the requisite qualification and relevant years of post-qualification experience as notified are eligible to be considered.
(O)	Junior Manager (E-0)	30000- 3%-120000	32 years	Technical (Electrical) – 05** [UR-2, OBC-1, ST-1, SC-1 (Backlog)]	Diploma in Engineering or equivalent in the discipline of Electrical Engineering/ Electronics Engineering [For detailed qualification grouping, please refer Note – 1 B (ii)]	i. 8 years post qualification experience either singularly or collectively in: “Ship building/ Ship Design/ Ship Repair activity/ Dockyards/ Repair Yards/ Heavy Engineering like Offshore OR On board service in frontline warships class of the Indian Navy or Indian Coast Guard like Shivalik/Delhi/Kolkata/ Destroyers/ Frigates/ Corvettes or similar major platforms or Service in Trial Teams/WOT with exposure to installation/inspection/trials of ship-borne electrical/electronic/ weapon systems ii. Candidates having experience in weapon FCS & gun mounting, Missile control systems, fire control radars, surveillance radars, sonars, Integrated Platform Management Systems, Weapons Installations, Power distribution and generation, Internal & External Communications will be preferred. iii. Serving/ retired/ released Chief Artificer or Chief Petty Officer and above or equivalent rank in armed forces having the requisite qualification and relevant years of post-qualification experience as notified are eligible to be considered.
(P)	Junior Manager (E-0)	30000- 3%-120000	32 years	Technical (Hull) – 04** (UR-1, OBC-1, SC-1, ST-1)	Diploma in Engineering or equivalent in the discipline of Mechanical/ Civil Engineering/ Naval Architecture/ Shipbuilding OR B.Sc. (Shipbuilding & Repair) / B.Sc. (Nautical Science)	i. 8 years post qualification experience either singularly or collectively in: “Ship building/ Ship Design/ Ship Repair activity/ Dockyards/ Repair Yards/ Heavy Engineering like Offshore OR Service in Trial Teams/ WOTs with exposure to inspections/trials of hull fabrication, onboard hull inspection, HVAC, welding, painting, rigging jobs, docking/undocking

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					[For detailed qualification grouping, please refer Note – 1 B (ii)]	<p>operations, hull outfitting jobs etc. OR</p> <p>On board service in frontline warships class of the Indian Navy or Indian Coast Guard like Shivalik/Delhi/Kolkata/Destroyers/Frigates/Corvettes or similar major platforms OR</p> <p>Experience as Deck Officer on sea going vessel with preference given to those having certificates of competency as Master, First Mate or Second Mate of a foreign going ship recognized by the Government of India.</p> <p>ii. Serving/ retired/ released Chief Artificer or Chief Petty Officer and above or equivalent rank in armed forces having the requisite qualification and relevant years of post-qualification experience as notified are eligible to be considered.</p>
** Out of 15 posts of JM (Tech), 02 posts are reserved for PwBD (VH/LV) and 01 post is reserved for PwBD (HH/PD)						
II <u>FIXED TERM EMPLOYMENT</u>						
(A)	Senior Manager (E-4) (On Fixed Term Contractual Basis for 03 years extendable maximum upto another 02 years)	70000-3%-200000	45 years	Technical – 01 (UR)	<p>Four years full time degree in Engineering or equivalent in the discipline of Mechanical/ Naval Architecture/ Electrical/ Marine Engineering</p> <p>[For detailed qualification grouping, please refer Note – 1 A (ii)]</p>	<p>i. 11 years' post qualification experience either singularly or collectively in "Ship building Project Management" / "Ship design" / "Ship Repair" / "Ship Procurement" / "Overseeing the construction or repair" / "Maintenance and Operations" of Commercial Vessels especially Bulk Carriers, Tankers, Multi-Purpose vessels, Tugs, Dredgers, etc.</p> <p>ii. Experience and knowledge of export oriented commercial shipbuilding and green technology in shipbuilding projects is desirable.</p> <p>iii. Candidates possessing Master Degree/ Post Graduation in Engineering in Mechanical/ Naval Architecture/ Electrical/ Marine Engineering with 09 years' above experience mentioned at Sl. no. (i) above.</p> <p>iv. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from Private sector should be drawing</p>

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						comparable CTC of Manager (E-3) Grade for minimum 2 years. v. Naval Officers of the rank Lieutenant Commanders and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may also be considered. vi. For details refer Note 6.
(B)	Deputy Manager (E-2) (On Fixed Term Contractual Basis for 03 years extendable maximum upto another 02 years)	50000- 3%-160000	35 years	Medical-01 (OBC) The post is reserved for PwBD (OH) (Backlog Vacancy)	MBBS degree from any University recognized by Medical Council of India (MCI)	i. 05 years' post qualification experience. Private practitioners with above experience may also be considered. ii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years. iii. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered. iv. 1 year relaxation in post qualification experience for candidates having Post Graduate Diploma in Medical field. 2 years relaxation in post qualification experience for candidates having Post Graduate Degree in Medical field. v. For details refer Note 6.

UR=Unreserved; SC=Scheduled Caste; ST=Scheduled Tribe; OBC=Other Backward Class; EWS=Economically Weaker Section;
PwBD= Persons with Benchmark Disabilities;; VH=Visually Handicapped; HH=Hard of Hearing; OH- Orthopedically Handicapped LV=Low Vision;
PD=Partially Deaf

NOTE:

For posts on Fixed Term Contractual basis: Employees engaged on Fixed Term Contract cannot claim permanency and will not be considered for promotion. However, in later part of recruitment, if it is seen that requirement will be for a longer period, they may be absorbed in the permanent roll based on the proven track record of their performance and subject to Organizational requirement and availability of vacancies. A maximum of 50% of such recruitees could be absorbed in the equivalent induction grade in Officer Category.

1. A. **EDUCATIONAL QUALIFICATION FOR POSTS OTHER THAN JUNIOR MANAGER**

(I) FOR TECHNICAL POSTS

i. Four years Full Time Engineering Degree (BE, B Tech). Lateral entry to 3rd semester of 8 semester course / 2nd year of 4 years course will also be considered as equivalent qualification.

ii. Grouping of Disciplines in Engineering Degree – Technical disciplines

- Mechanical – Mechanical/ Mechanical & Industrial Engg./ Mechanical & Production Engg./ Marine Engg.
- Electrical – Electrical/ Electrical & Electronics/ Electrical & Instrumentation
- Electronics – Electronics/ Electronics & Communication/ Applied Electronics & Instrumentation/ Electronics & Telecommunication/ Electronics & Instrumentation/ Instrumentation & Control
- Marine Engineering - Marine Engineering.
- Civil – Civil/ Structural/ Civil & Structural
- Production - Production Engineering/ Production Engineering & Management/ Production & Industrial Engineering/Manufacturing Technology/Engineering
- Naval Architecture – Naval Architecture/Naval Architecture & Shipbuilding/ Naval Architecture & Ocean Engg./Naval Architecture & Marine Engg./Ocean Engg. & Naval Architecture/Naval Architecture & Offshore Engg.
- Computer/IT – Computer Science/ Information Technology/ Computer Technology

iii. Only the above-mentioned disciplines will be considered for the recruitment process. Courses / Disciplines with equivalence to the above will not be considered. For all the posts the qualification mentioned at Graduate level (for Technical posts) would be of full time only. No Part Time/Correspondence course will be accepted.

iv. Post Graduate Integrated Degree Courses will also be allowed for Engineering disciplines in Technical posts.

(II) FOR DM (LEGAL) POST

Graduate + LL.B integrated course is allowed for Legal post. The integrated Professional / Legal qualification should be of 5 years duration after 10+2 qualification.

(III) FOLLOWING WILL BE APPLICABLE FOR ALL POSTS

(i) AICTE / UGC / Government of India recognized / approved Degree / PG Degree courses in concerned discipline (as referred above) awarded by University / Institution recognized by Govt. of India will only be considered.

(ii) The date of declaration of result / issuance of mark sheet shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account.

(iii) Candidates having Master Degree in Engineering must possess the minimum qualification prescribed against the post.

(iv) For the posts in Deputy Manager, Manager and Senior Manager grades, Candidates having higher qualification in technical / medical discipline, the period of experience overlapping with the study of Master degree/ PG Degree/ PG Diploma course shall not be considered for reckoning the post qualification experience.

B. EDUCATIONAL QUALIFICATION FOR JUNIOR MANAGER POSTS

- i. Grouping of Disciplines in Diploma:
 - Mechanical – Mechanical/Mechanical & Industrial Engg./Mechanical & Production Engg./Marine Engg.
 - Production- Production Engineering/Production Engineering & Management/Production & Industrial Engineering/Manufacturing Technology/Engineering.
 - Marine Engineering - Marine Engineering.
 - Electrical – Electrical/Electrical & Electronics/Electrical & Instrumentation
 - Electronics – Electronics/Electronics & Communication/Applied Electronics & Instrumentation/Electronics & Telecommunication/Electronics & Instrumentation/Instrumentation & Control
 - Civil – Civil/ Structural/ Civil & Structural
 - Naval Architecture – Naval Architecture/Naval Architecture & Shipbuilding/ Naval Architecture & Ocean Engg./Naval Architecture & Marine Engg./Ocean Engg. & Naval Architecture/Naval Architecture & Offshore Engg.
- ii. Diplomas as referred above are those, which have been awarded by University/Institution recognized by Government of India/State Government.
- iii. The date of declaration of result / issuance of mark sheet shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account.
- iv. Full time Diploma will only be considered. **Distance learning/part-time courses can be considered for internal candidates only.**
- v. For Defence Service Personnel, the following will be considered:
 - Diploma acquired before joining Defence force should be from Government recognized Board of technical education/council
 - Joined Defence forces without technical/professional qualification but underwent prescribed training and awarded Diploma issued from Training Institute/School of Armed Forces will be considered as equivalent qualification.
 - Certificate issued stating that possessing qualification equivalent to Degree or Diploma on completion of specified years of service will not be considered at par with Graduate or Diploma awarded by University/Institution recognized by Government of India/State Government.
- vi. Required experience of 08 years should be post qualification experience i.e. experience acquired after obtaining Diploma.

2. MAXIMUM AGE LIMIT

- i. Maximum age limit for applicants in the posts under UR Category is **52 years for General Manager, 50 years for Additional General Manager, 48 years for Deputy General Manager, 45 years for Senior Manager, 42 years for Manager, 35 years for Deputy Manager and 32 years for Junior Manager as on 01 Jan 2024.** However, relaxation of age for SC/ST/OBC/Persons with Benchmark Disability (PwBD) / Ex-Serviceman will be as per Govt. rules. The relaxation in age limit for PwBD candidates shall be applicable irrespective of the fact whether the post is reserved or not. Age is not a bar for internal candidates.
- ii. Relaxation in the upper age limit mentioned against each post may be granted to any candidate to extent of excess years of relevant post qualification experience possessed by the candidate vis-à-vis the notified years of post-qualification experience for each post.
- iii. Maximum age as on cut-off date after all relaxations for all categories (SC/ST/OBC/PwBD/Ex-Servicemen) and internal candidates shall not exceed 56 years.

3. RESERVATION

- i. Reservation for SC / ST / OBC / EWS / PwBD as applicable has been indicated against each post. However, candidates from reserved category fulfilling eligibility criteria may also apply for the posts earmarked for UR as per Government Rules.
- ii. Persons with Benchmark Disability category are required to produce Medical Certificate in prescribed format issued by the Competent Authority as stipulated in The Rights of Persons with Disabilities Act, 2016 having minimum 40% or more disabilities in the category as the case may be.
- iii. Category (SC/ST/OBC/PwBD/EWS) once entered in the Online Application form will not be allowed to be changed and no benefit of other category will be admissible later on.
- iv. 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 Undertaking. OBC (non-creamy layer) certificate by the Component Authority should be issued in the current year (FY 2023-24).
- v. Candidates will get the benefit of reservation under EWS only on production of an Income and Asset Certificate issued by a Competent Authority in the prescribed format. The Income and Asset Certificate issued by a Competent Authority in the prescribed format shall only be accepted as proof of candidate's claim as 'belonging to EWS'.
- vi. SC/ST/OBC/EWS candidates applying for a post where there are no vacancies in their respective reserved 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.

4. APPLICATION PROCEDURE

- i. All candidates have to submit application **ONLINE** through 'Career section' of GRSE website www.grse.in or on <https://jobapply.in/grse2024>
- ii. All candidates are required to apply **ONLINE** and upload documents supporting age, caste, education, experience etc. in the Online application. In addition to that, take print out of auto generated filled in Application Format, put their signature at designated places and send it along with self-attested copies of testimonials/certificates in support of Date of Birth, Caste, Educational & Professional qualification, Experience, CTC/Pay-scale, Ex-Serviceman, PwBD etc. through **ORDINARY POST** only to **Post Box No. 3076, Lodhi Road, New Delhi – 110003**, so as to reach within **08 Feb 2024**. The envelope containing the application and supporting documents should be super-scribed with “**GRSE Employment Notification No. 2024/01 (O)**” and “**Post Applied for _____**”.
- iii. Serving candidates of Govt. / Semi-Govt. / PSUs / Autonomous Organization are further required to forward the auto-generated printout along with self-attested copies of supporting documents through proper channel to the address mentioned above or produce **No Objection Certificate (NOC)** at the time of interview. A candidate may be interviewed without NOC but he/she will not be entitled to any pay-protection benefit and service transfer benefit on joining, if selected.
- iv. Please note that candidature of the candidate is liable to be cancelled if he / she submit more than one application for same post.
- v. GRSE will not be responsible for any delay / loss in postal transit of any application or communication.

- vi. The detailed procedure of application and other details are available in “Career Section” of GRSE Website: www.grse.in and also in <https://jobapply.in/grse2024>.
- vii. **All correspondence with candidates shall be done through e-mail only. All information regarding Interview Call Letter etc. shall be provided through e-mail uploaded at the time of application/uploading on GRSE website.** Responsibility of receiving, downloading and printing of Interview Call Letter or any other information shall be of the candidate only. GRSE will not be responsible for any loss of e-mail sent, due to invalid/wrong e-mail ID provided by the candidate or delivery of e-mails to Spam/Bulk mail folder for delay/non-receipt of information if a candidate fails to access his/her mail/website in time or DND activated mobile no. etc.

5. SELECTION PROCESS

The selection for all posts will be through interview only.

6. PAY SCALES

(a) From Navy/Army/ Air Force/ Coast Guard equivalent post & grade

Defence Force personnel having requisite qualification and experience may be considered for posts as per the following details.

Post advertised	Grade	Pay Scale of the posts advertised	Rank (Navy/Army/Air Force/Coast Guard)
GM	E-7	100000-3%-260000	Commodore or equivalent / Captain drawing Commodore rank pay scale
AGM	E-6	90000-3%-240000	Captain or equivalent / Captain (TS)
DGM	E-5	80000-3%-220000	Commander or equivalent
SM	E-4	70000-3%-200000	Lieutenant Commanders or equivalent
MGR	E-3	60000-3%-180000	Lieutenant or equivalent
DM	E-2	50000-3%-160000	Sub-Lieutenant or equivalent
JM	E-0	30000- 3%-120000	Chief Artificer or Chief Petty Officer or equivalent

(b) From PSU / Govt. Department:

Applicants must have minimum two(2) years of experience in the immediate lower grade for the posts advertised.

(i) The equivalent pay scales in the various grades on CDA and IDA are given below:

Post advertised	Grade	Pay Scale of the posts advertised	Immediate lower grade Pay Scale	
			CDA Pay Scales (Rs.)/ Level	IDA Pay Scales/ Grade (Rs.)
GM	E-7	100000-3%-260000	130600-3%-215900/ L-13	90000-3%-240000
AGM	E-6	90000-3%-240000	130600-3%-215900/ L-13	80000-3%-220000
DGM	E-5	80000-3%-220000	78800-3%-209200/ L-12	70000-3%-200000
SM	E-4	70000-3%-200000	69400-3%-207200/ L-11	60000-3%-180000
MGR	E-3	60000-3%-180000	69400-3%-207200/ L-11	50000-3%-160000
DM	E-2	50000-3%-160000	56100-3%-177500/ L-10	40000-3%-140000
JM	E-0	30000- 3%-120000	Not applicable	

(ii) Candidates from Central Government/ PSU/ Autonomous Bodies who are on consolidated remuneration or having pay structure other than CDA/ IDA pay scales, comparable CTC criteria (as applicable for candidates from private sector) will be adopted.

(c) **From Private Sector:**

- (i) The applicants working in private sector should indicate their salary head wise (monetary/cash part) which forms part of Income Tax FORM-16 and Employer's Contribution towards EPF/EPS with supporting document (FORM-16 and EPFO/ Employer statement of Employer's Contribution towards EPF/EPS. They should indicate their organization structure and their position in the organization hierarchy. The comparable gross salary (monetary/cash part) for the purpose of drawing equivalency in next lower grade of GRSE for a minimum period of 02 years, a lower variance up to maximum of 25% of CTC of equivalent grade in GRSE will be reckoned. The variance may be relaxed upto maximum of 40 % of CTC for Private sector candidates at the discretion of Management.
- (ii) The applicants working in private sector should submit Offer of Appointments, Joining letter, Relieving Letters and Experience certificate(s) mentioning date of joining & date of leaving (and also preferably indicating nature of experience), salary certificates for all employments in support of their experience.

Post advertised for the Grade	Approximate CTC of immediate lower grade (Rs.)
GM (E-7)	27.68 Lakhs AGM (E-6)
AGM (E-6)	24.60 Lakhs DGM (E-5)
DGM (E-5)	21.53 Lakhs SM (E-4)
SM (E-4)	18.45 Lakhs MGR (E-3)
SM (E-4) (FT)	17.41 Lakhs MGR (E-3) (FT)
MGR (E-3)	15.37 Lakhs DM (E-2)
DM (E-2)	12.30 Lakhs AM (E-1)
DM (E-2) (FT)	11.61 Lakhs AM (E-1) (FT)

(d) **Private Practitioners [applying for the post of Manager (Finance), DM (Legal), DM (Medical) & DM (Medical)-Fixed Term]**

- (i) The applicants for the post of Manager (Finance), DM (Legal), DM (Medical) & DM (Medical)-Fixed Term who are private practitioners should submit Income Tax Return (ITR) if FORM-16 is not available for any year. The comparable income from Business & Profession will be considered for the purpose of drawing equivalency in next lower grade of GRSE for a minimum period of 02 years. Maximum variance of 40 % of CTC will be considered in case of Private Practitioners [applying for the post of Manager (Finance), DM (Legal), DM (Medical) & DM (Medical)-Fixed Term] at the discretion of Management.
- (ii) The applicants (private practitioners) should submit documents in support of their duration of experience stated in the application. However, self-declaration for private practice upto a period of 06 months immediately after registration for practice with the respective professional body / Institution for Doctors/ Chartered Accountants/ Advocates shall be considered while reckoning the post qualification experience in case of private practitioners.

7. APPLICATION FEES

- i. **Application fees is Rs. 590/- which can be remitted through online mode (Payment Gateway).** Applicants belonging to SC/ST/PwBD/Internal Candidates are exempted from payment of Application Fee.
- ii. The application fee is non-refundable and hence candidates are advised to ensure their eligibility for the post before applying.
- iii. Please refer “**Guidelines to Apply Online**” in the portal <https://jobapply.in/grse2024> for details regarding remittance of Application Fee.
- iv. No other mode of payment will be accepted.

8. GENERAL TERMS AND CONDITIONS

- i. The mere fact that a candidate has submitted application against the advertisement and apparently fulfilling the eligibility criteria as prescribed in the advertisement would not bestow on him/her the right to be definitely considered for selection process.
- ii. The experience mentioned against the post excludes any kind of traineeship including Management Trainee / Graduate Engineer Trainee etc.
- iii. In addition to Basic pay, Industrial DA, HRA, other perks (35% of basic pay), CPF, Gratuity, Post-Retirement benefits etc. are admissible as per the Rules. For DM (Medical) and DM (Medical)(FT), Non-Practicing Allowance (NPA) is admissible as per rules **The present CTC per annum for the advertised posts is given below:**

Post advertised for the Grade	Approximate CTC (Rs.) *
GM (E-7)	30.75 Lakhs
AGM (E-6)	27.68 Lakhs
DGM (E-5)	24.60 Lakhs
SM (E-4)	21.53 Lakhs
SM (E-4) (Fixed Term)	20.32 Lakhs
MGR (E-3)	18.45 Lakhs
DM (E-2)	15.37 Lakhs
DM (Medical) (E-2)	16.57 Lakhs
DM (Medical) (E-2) (Fixed Term)	15.71 Lakhs
JM (E-0)	9.22 Lakhs

* For posting at Kolkata

In addition, Performance Related Pay and Hospitalization benefit will be applicable.

- iv. GRSE reserves the right to fill up all the posts based on suitability or increase / decrease the number of posts to be filled up or cancel any post or even cancel the whole process of recruitment without assigning any reason. In such cases the reservations will be as per the Govt. guidelines.
- v. Option of Hindi medium shall be given in interview.
- vi. If selected, the candidates can be posted to any Unit / Project / location of the company.
- vii. Final selection of candidates is subject to medical fitness by Company's Medical Officer as per company's Recruitment Rules.
- viii. Interview will be conducted through online / VC mode. However, if Outstation candidates called for interview, reimbursement of the travelling fare as per following rule will be paid by GRSE

Candidates appearing for interview for the Post advertised for the Grade	Entitlement of reimbursement of travelling fare
GM (E-7)	Both ways air-fare by economy class at actual on production of Receipt/Ticket and Boarding Pass for incoming journey
AGM (E-6), DGM (E-5), SM (E-4), MGR (E-3), DM (E-2)	Both ways AC Two Tier Railway fare or at actual (whichever is less) by the shortest route (from place of residence/place of work to Kolkata) on production of tickets / receipts for incoming journey
JM (E-0)	Both ways AC Three Tier Railway fare or at actual (whichever is less) by the shortest route (from place of residence/place of work to Kolkata) on production of tickets / receipts for incoming journey

- ix. The decision of GRSE in all matters regarding eligibility, conduct of interview and selection will be final and binding on the candidates and no correspondence will be entertained.
- x. **Corrigendum/Addendum, if any, will be issued in GRSE website only and no other communication will be made either in press or by any other mode.**
- xi. Management reserves the right to call for any additional documentary evidence in support of education, experience, CTC/Pay-scale/Income etc. of the applicants.
- xii. **In case, at any time, it is found that the candidate is not meeting the eligibility criteria, the candidature will summarily be rejected forthwith. In that event, no reimbursement of travelling expenses and medical expenses incurred for attending the interview will be made. Hence, candidate must ensure that he/she is absolutely meeting the eligibility criteria and other conditions advertised without any deviation.**
- xiii. Furnishing of false information or concealment / suppression of factual information will render the candidate unfit for employment and GRSE will not be responsible for any consequence of furnishing of such wrong / false information.
- xiv. For any dispute, the Jurisdiction shall be Kolkata.
- xv. For any other query, please e-mail to recruitment@grse.co.in / grse18@jobapply.in

9. IMPORTANT DATES

<u>Sl.</u>	<u>Details</u>	<u>Dates</u>
(a)	Start Date for Online Registration	11 January 2024 (14:00 hrs.)
(b)	Closing Date for Online Registration	01 February 2024 (23:59 hrs.)
(c)	Remittance of Application fees	01 February 2024 (23:59 hrs.)
(d)	Receipt of hardcopy of application signed by candidate along with Certificates / testimonials in support of eligibility through Ordinary post only.	08 February 2024
(e)	Date of Interview	Will be announced later

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