

COCHIN SHIPYARD LIMITED  
KOCHI-682015  
(P&A Department)

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**SELECTION OF WORKMEN ON CONTRACT BASIS**

Cochin Shipyard Limited, a listed premier Mini Ratna Company of Government of India invites **Online applications** to the following posts for appointment on contract basis:

**I. Name of Posts, Trade/Discipline, No. of Vacancies/Reservation, Qualification and Experience**

Sl No	Name of Posts, Trade/Discipline	Number of Vacancies	Educational Qualification	Experience
<b>A. FABRICATION ASSISTANTS ON CONTRACT</b>				
A.1	<b>Welder</b>	47 posts (35 UR, 6 OBC, 5 SC, 1 ST)	Pass in SSLC, ITI (NTC) and National Apprenticeship Certificate (NAC) in the respective trade.	Minimum of three years post qualification experience/ training in a Shipyard or Heavy Engineering Company.
A.2	<b>Sheet Metal Worker</b>	6 posts (3 UR, 3 SC)		
<b>B. OUTFIT ASSISTANTS ON CONTRACT</b>				
B.1	<b>Fitter</b>	23 posts (UR)	Pass in SSLC, ITI (NTC) and National Apprenticeship Certificate (NAC) in the respective trade.	Minimum of three years post qualification experience/ training in a Shipyard or Heavy Engineering Company.
B.2	<b>Fitter Pipe (Plumber)</b>	25 posts (18 UR, 4 OBC, 3 SC)		
B.3	<b>Mechanic Diesel</b>	6 posts (3 UR, 2 OBC, 1 SC)		
B.4	<b>Mechanic Motor Vehicle</b>	3 posts (UR)		
B.5	<b>Machinist</b>	2 posts (1 UR, 1 OBC)		
B.6	<b>Shipwright Wood</b>	2 posts (UR)		
B.7	<b>Painter</b>	3 posts (UR)		
B.8	<b>Electrician</b>	19 posts (18 UR, 1 SC)		
B.9	<b>Electronic Mechanic</b>	3 posts (2 UR, 1 OBC)		
B.10	<b>Instrument Mechanic</b>	2 posts (UR)		

<b>Sl No</b>	<b>Name of Posts, Trade/Discipline</b>	<b>Number of Vacancies</b>	<b>Educational Qualification</b>	<b>Experience</b>
<b>C</b>	<b>Air Conditioner technician on contract</b>	4 posts (3 UR, 1 OBC)	Pass in SSLC, ITI (NTC) and National Apprenticeship Certificate (NAC) in Refrigeration & Air Conditioning Mechanic.	Minimum of three years post qualification experience in reputed firms in the air conditioning field.
<b>D</b>	<b>Scaffolder on contract</b>	25 posts (13 UR, 9 OBC, 3 SC)	Pass in SSLC and ITI (NTC) in the trade of Sheet Metal Worker/Fitter Pipe (Plumber)/Fitter with one or two years experience/training in handling scaffolding work in a Shipyard or Engineering Company Or Pass in SSLC with a minimum of three years experience/training in handling scaffolding work in a Shipyard or Engineering Company.	
<b>E</b>	<b>Fireman on contract</b>	5 posts (UR)	(a) Pass in SSLC.  (b) (i) Minimum four to six months training in Fire Fighting from a State Fire Force or Public Sector Undertaking or a Government recognised course from a reputed institute OR (ii) Certificate in Nuclear Biological Chemical Defence and Damage Control (NBCD), including fire fighting on-board ships from Armed Forces/Recognised Institutions.  (c) Knowledge in Malayalam is desirable.	Minimum one year experience in fire fighting in State Fire Force or in a large Industrial Undertaking or in the Armed Forces or in Public Sector Undertakings or in Private Companies.  The duties include fire surveillance/ fire fighting activities in confined spaces of vessels under construction.
<b>F</b>	<b>Safety Assistant on contract</b>	10 posts (8 UR, 1 OBC, 1 SC)	(a) Pass in SSLC.  (b) One year Diploma/ Certificate in Industrial Safety from a Government recognized institute or Public Sector Undertaking.	Minimum one year training or experience in safety in a Public Sector Undertaking or a Factory.
<b>G</b>	<b>Serang on contract</b>	1 post (UR)	VII standard pass and valid Serang / Lascar cum Serang Certificate issued by the Competent Authority under the relevant statutes.	Minimum one year experience as Serang of a Motor Boat.

Sl No	Name of Posts, Trade/Discipline	Number of Vacancies	Educational Qualification	Experience
<b>H</b>	<b>SHIP DESIGN ASSISTANTS ON CONTRACT</b>			
H.1	<b>Mechanical</b>	2 posts (1 UR, 1 OBC)	Pass in SSLC and Three year Diploma in Engineering in Mechanical/ Electrical/ Electronics/ Instrumentation disciplines issued by a State Board of Technical Education with 60% marks or equivalent qualification.	Two years experience in a Shipyard or Heavy Engineering Company or Government Establishment/ Private Design Establishment/ Large Commercial Establishment with advanced proficiency in Tribon.
H.2	<b>Electrical</b>	1 post (UR)		
H.3	<b>Electronics</b>	1 post (UR)		
H.4	<b>Instrumentation</b>	2 posts (UR)		
<b>I</b>	<b>Junior Safety Inspector on contract</b>	3 posts (UR)	Three year Diploma in Engineering (Mechanical/ Electrical) issued by a State Board of Technical Education with 60% marks with Post Diploma in Industrial Safety approved by Factories & Boilers department.	Minimum four years experience in safety in a Public Sector Undertaking or a Factory.
<b>Total Number of Posts</b>		<b>195 posts (151 UR, 26 OBC, 17 SC, 1 ST)</b>		

## II. Period of Contract

All posts above are temporary in nature and for a maximum period of three years subject to project requirements and performance.

## III. Remuneration

The remuneration details during the first year of contract are detailed under:

- For posts at Sl. No. A, B, C and D, Fabrication/Outfit Assistants/ Air Conditioner technician/ Scaffolder- Consolidated pay of ₹ 18400/-pm and compensation for extra hours of work limited to ₹ 4200/- pm.
- For post at Sl. No. E, Fireman - Consolidated pay of ₹ 17400/- per month and compensation for extra hours of work limited to ₹ 4200/- pm.
- For post at Sl. No. F, Safety Assistant - Consolidated pay of ₹ 18400/-pm and compensation for extra hours of work limited to ₹ 4500/- pm.
- For posts at Sl. No. G, Serang - Consolidated pay of ₹ 17400/- per month and compensation for extra hours of work limited to ₹ 4500/- pm.
- For posts at Sl. No. H and I, Ship Design Assistant and Junior Safety Inspector - Consolidated pay of ₹ 19200/-pm and compensation for extra hours of work limited to ₹ 4700/- pm.

#### IV. Age

**Age shall not exceed 30 years as on 13 February 2019** relaxable by 3 years for OBC (Non-Creamy Layer) candidates, 5 years for SC/ST candidates and 10 years for Persons with Benchmark Disabilities (PwBD). Age relaxation for Ex-servicemen will be as per Government of India guidelines.

#### V. Method of Selection

- a) For the posts at Sl. No. A, B and C, the method of selection will be through a Practical test. The weightages are assigned to the following parameters for the final selection:
- i. ITI (NTC) Marks : 30 marks
  - ii. NAC Marks : 20 marks
  - iii. Practical Test : 50 marks
- Total : 100 marks
- b) Depending upon number of online applications received for the posts at Sl. No. A, B and C, CSL reserves the right to stipulate a minimum cut off mark for ITI (NTC) examination. Based on the marks secured by the candidates in the ITI (NTC) examination, the candidates shall be short-listed for certificate verification. In case, same marks secured by more than one candidate, all those candidates will be called for the certificate verification. Candidates who successfully complete the certificate verification will only be allowed to attend the Practical test.
- c) For the posts at Sl. No. D, E, F and G, the method of selection will be through a Practical/Skill/Physical test which will be conducted out of 100 marks and marks awarded accordingly. Candidates who are short-listed based on the eligibility requirements for the posts, and who successfully complete the certificate verification will only be allowed to attend the Practical/Skill/Physical test.
- d) For the posts at Sl. No. H and I, the selection process comprises of two phases. The details of selection are as under:
- (i) The method of selection will include **Phase I**, consisting of an **Objective type Online test** (50 marks) and **Phase II** (30 marks), consisting of Practical/Skill Test.
  - (ii) **In Phase I, the question paper for Objective type Online test consists of two parts- General (Part A) and Discipline related (Part B).** Part A comprises of General Knowledge, General English, Reasoning and Quantitative Aptitude. The pattern of the question paper, number of questions and allotment of marks is detailed under:

No. of questions in each section/ marks per section*					Total no. of questions for Online test / Max marks	Max Duration of the Online test
General Knowledge	General English	Reasoning	Quantitative Aptitude	Discipline related		
5	5	5	5	30	50	60 minutes

\*Each question carries one mark. There will be no negative marks.

- (iii) Depending on the number of online applications received, the Online test will be held at various centres in Kochi/Kerala as decided by CSL, for all the candidates who submit the applications successfully through online.
- (iv) The weightages are assigned to the following parameters for the final selection:

A. Diploma Marks	: 20 marks
B. Objective type Online Test	: 50 marks
C. Practical/Skill Test	: 30 marks
<u>Total</u>	<u>: 100 marks</u>

- (v) Based on the marks secured by the candidates in the online test, the candidates shall be short-listed for certificate verification in the ratio of 1:6, in the order of merit/reservation of posts. Candidates who successfully complete the certificate verification will only be allowed to attend the Practical/Skill test. In case, same marks secured by more than one candidate, marks scored in the Discipline related part of the online test shall be considered as the basis of determining the order of merit list. In case of a tie thereafter, relative merit shall be decided based on seniority in age.
- (vi) CSL reserves the right to fix minimum marks for pass in the online test for both these posts for the purpose of short listing candidates for the certificate verification / Practical/Skill test.

## VI. Conditions

### a) Reservation

- (i) Government of India Directives on reservation applicable for Scheduled caste (SC)/ Scheduled Tribe (ST)/ Other Backward Class (OBC)/ OBC (Minority)/ Persons with Benchmark Disabilities (PwBD)/ Ex-servicemen (ESM) candidates will apply and be strictly followed.
- (ii) In the case of Persons With Benchmark Disabilities, the degree of disability should be a minimum of 40%. The applicant should submit a valid Certificate of disability to this effect in the prescribed format obtained from a notified authority by Government of India / State Government.
- (iii) Applicants belonging to SC or ST or OBC (Non - Creamy Layer), should submit a valid recent community certificate issued by the Revenue Authority not below the rank of the Tahsildar, failing which their candidature will not be considered against respective categories.

### b) Qualification

- (i) Those applicants having qualifications equivalent to any of the prescribed qualifications should submit Equivalency Certificate issued by the competent authority and without such certificate, their candidature will not be considered.
- (ii) The minimum qualification stipulated for all the posts must be from a University/ Institute recognized by AICTE/ appropriate statutory authority in India/ State/ Central Government.
- (iii) For the posts at Sl. No. H and I, Ship Design Assistant and Junior Safety Inspector On Contract, relaxed standards in qualification requirement (55% of marks or above in Diploma examination) will be followed in the case of SC/ST/PwBD applicants, provided they satisfy all other requirements.

**c) Experience**

- (i) **Experience acquired after the date of passing of the qualification stipulated as per item I above will only be considered. Period of post qualification experience will be reckoned as on 13 February 2019.** The period of Apprenticeship Training in the relevant trade under the Apprentices Act 1961, will be treated as experience. Any paid training will also be treated as experience.
- (ii) **Experience Certificates obtained from Companies registered under the Companies Act 1956 or Foreign Companies of equivalent status will only be considered for short listing.**
- (iii) Applicants who are presently working in any company (Private / Public Sector / Govt), in the absence of experience certificate, should submit copy of **Appointment / Offer letter issued by the company, latest Pay Slip / copy of last Pay drawn** as proof of experience. **For past employment, experience certificate indicating the date of joining as well as relieving should be submitted.** During the certificate verification process, the candidates should produce all certificates in original to establish the experience claimed in their online application, failing which they will not be permitted to attend the practical test.
- (iv) Applicants who are **Ex-servicemen should submit Discharge Certificate/ Pension Payment Order from the Armed/ Paramilitary Forces** and all certificates indicating qualification and work experience in the relevant discipline in the Armed Forces, as proof of experience and produce the same during certificate verification process. They should submit experience certificate from the authorities concerned, failing which their candidature will not be considered
- (v) Work experience obtained from contractors (Proprietary Firms and Partnership Firms) engaged by Shipyard or Engineering companies may be considered based on the endorsement of the Principal Employer on the certificates issued by the contractor. Such applicants are required to submit their experience certificates along with further proof such as ESI/EPF statements. Certificates of training issued by the contractors without the endorsement of the Principal Employer will not be considered.
- (vi) Applicants who are working in Government Departments/Semi Government or Public Sector Organisations should submit **“No Objection Certificate (NOC)”** from the employer or produce NOC from the employer at the time of certificate verification, failing which their candidature will be cancelled/ rejected.

**d) Application Fee**

- (i) **For posts at Sl. No. H & I, application fee of ₹ 100/- (Non refundable, plus bank charges extra) should be remitted using the Online payment options (Debit card/Credit card/Internet Banking) which can be accessed through our Online application facility from 30 January 2019 to 13 February 2019. No other mode of payment will be accepted.**
- (ii) **Applicants belonging to Scheduled Caste (SC)/ Scheduled Tribe (ST)/ Person with Benchmark Disabilities (PwBD) need not pay application fee. They are exempted from payment of application fee. No application fee is applicable for any applicants to the posts at Sl Nos. A, B, C, D, E, F and G.**

- (iii) All applicants for whom the fee is applicable, (i.e. except those belonging to SC/ST/PwBD, and applicants for posts at Sl.no. A, B, C, D, E, F and G), should pay the application fee as stipulated in clause d(i) above. **It is important to note that their candidature will be considered only on receipt of application fee.**

**e) How to apply**

- (i) Applicants should go through the User Manual published in our website [www.cochinshipyard.com](http://www.cochinshipyard.com) (Careers page) before filling the online application. Applicants should not submit more than one application. Application once submitted shall be final.
- (ii) **Applicants meeting the requirements notified may submit their application through online from 30 January 2019 to 13 February 2019 and the facility can be accessed through our website [www.cochinshipyard.com](http://www.cochinshipyard.com) (Careers page). Application submitted direct or by any other mode will not be accepted.**
- (iii) Before doing the online application, all certificates towards proof of age, educational qualification, experience, caste, disability etc and a recent passport size colour photograph shall be kept ready in the system for uploading to the SAP online application portal.
- (iv) **Candidates should ensure that all certificates towards proof of age, educational qualification, experience, caste, disability etc and a recent passport size colour photograph are uploaded in the SAP online application portal before doing the final submission of the online application.**
- (v) **After applying through online, candidates should retain a soft copy/ printout of the online application containing the unique registration number generated by the system for their reference. It is important to note that, the unique registration number will be obtained only upon successful submission of online application.** The Registration Number on the online application should be quoted for any correspondence with CSL.
- (vi) **Applicants need not send the online application print out/ certificates/ application fee in the form of DD/Challan/Cheque by post to Cochin Shipyard Ltd.**
- (vii) For applying through the SAP online application facility, the website will remain functional from 30 January 2019 to 13 February 2019. The last date for submission of applications through online is 13 February 2019.

**f) General**

- (i) Applicants are advised to make sure that they are meeting the eligibility requirements as per the vacancy notification for the posts before submitting the applications.
- (ii) **Those who are currently working in CSL on contract basis on rolls of CSL as on 13 February 2019 are not eligible to apply.**

- (iii) **Applicants should ensure that all certificates towards proof of age, educational qualification, experience, caste, disability etc and a recent passport size colour photograph are uploaded in the SAP online application portal, failing which their candidature will not be considered and will be rejected.**
- (iv) Shipyard reserves the right to call for any additional documentary evidence from candidates in support of educational qualification / experience / other notified eligibility requirements as indicated in their online application, and information / replies to such queries should be only through the e-mail [career@cochinshipyard.com](mailto:career@cochinshipyard.com). However, Cochin Shipyard will not be responsible for any delay/non-receipt of such e-mails within the stipulated date and time. Replies to any such queries received after the stipulated date and time will not be considered, and no further correspondence shall be entertained in this regard.
- (v) Applicants should ensure that all the entries have been correctly filled in and application submitted successfully. Filling of garbage/junk details in any of the fields can lead to rejection of your application.
- (vi) Application must be complete in all respects as per the Advertisement Notification. **Please note that incomplete applications will not be considered.**
- (vii) If at any stage it is found that any information furnished is false/ incorrect or the candidate does not satisfy the eligibility criteria, the candidature/appointment is liable to be cancelled/ rejected.
- (viii) **Candidates short-listed for the certificate verification / Practical test should bring a photo identity proof (in original) like PAN Card, Aadhar, Driving Licence etc, print out of online job application form (possessing unique registration number) duly signed, and all original certificates towards proof of age, qualification, experience, caste, disability etc along with self-attested copies of these certificates, for verification, and their candidature will be considered on the strength of the original certificates. In case of failure to produce the original certificates, the candidature will be rejected.**
- (ix) **Applicants who fail to produce the original certificates and mark sheets during the certificate verification process will not be allowed to attend the Practical test.**
- (x) **Call letters will not be sent to short-listed candidates by post.** They will be informed to download call letter by e-mail/SMS/through CSL website. Schedule of the selection will be intimated to the short-listed applicants through SMS/E-mail/CSL website (Careers page).
- (xi) No TA/DA will be paid to the candidates for attending the selection.
- (xii) Mere submission of application through online and Issue of call letter shall not confer any right to the applicant of acceptance of candidature or cannot be construed as an acknowledgement of fulfilling the eligibility criterion.
- (xiii) The vacancies are purely on contract basis for a specific period and Shipyard is not liable to offer appointment during or after the completion of contract period of the selected candidates.

- (xiv) Applicants should be of sound health and satisfy the medical fitness standards as fixed by the company. The candidates short-listed for appointment should undergo a medical examination in the hospitals as prescribed by Shipyard and medical fitness further subject to certification by the Medical Officer of CSL.
- (xv) The number of vacancies indicated may not necessarily be filled up and will be based on suitability of applicants and availability of projects and job requirement. Further, CSL reserves the right to change the number of vacancies, restrict/alter/cancel/modify the recruitment process, if need so arises without notice or assigning any reason thereof.
- (xvi) No correspondence regarding the rejection of application in case of ineligibility will be entertained.
- (xvii) Any legal proceedings in respect of any claim or dispute arising out of this advertisement and/or an application in response thereto and selection process thereafter can be instituted only in the Courts/Tribunals/Forums at Ernakulam and such Courts/ Authorities shall have sole and exclusive jurisdiction.
- (xviii) Any amendment, modification or addition to this advertisement will be given in the CSL website only.
- (xix) For any further clarification, please contact us via e-mail [career@cochinshipyard.com](mailto:career@cochinshipyard.com).

**VII. Important Dates**

**Commencement of Online Application : 30 January 2019**  
**Last Date of Online Application : 13 February 2019**

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

Sd/-  
CHIEF GENERAL MANAGER (HR & TRG)