

HINDUSTAN SHIPYARD LIMITED : : VISAKHAPATNAM - 530 005
(A Government of India Undertaking)
[Eighty-Four years of Service to the Nation]

ADVT NO. HR/ES(O)/0102/02/2025 Dated 08 July 2025

HSL is the pioneer Shipbuilding and Ship Repair Yard functioning under the Ministry of Defence. The Company is looking for suitably qualified and experienced personnel for the following posts:

On Permanent Absorption Basis:

SI No	Name of the Post	Post Code	No. of posts	Reservation
P1	Manager (Technical) (E3) [Place of posting: Visakhapatnam / Chennai / New Delhi]	02/2025/MGR01	03	02-UR; 01-SC

Note: The posts are in addition to the vacancies notified as P5 in Advertisement No. HR/ES(O)/0102/01/2025 Dated 03 June 2025. Candidates who have already applied for the Manager (Technical) post are not required to apply once again and interview for Selection will be common.

On Fixed Term Contract (FTC) Basis:

SI No	Name of the Post (Grade)	Post Code	No. of Posts	Reservation
F1	Project Superintendent (Technical)	02/2025/AGMC01	02	02-UR
F2	Dy. Project Officer (Technical)	02/2025/AMC02	14	06-UR; 03-OBC; 04-EWS; 01-ST
F3	Dy. Project Officer (Submarine)	02/2025/AMC03	09	04-UR; 02-EWS; 02-OBC; 01-ST
F4	Dy. Project Officer (Civil)	02/2025/AMC04	03	01-UR; 01-OBC; 01-SC
F5	Dy. Project Officer (HR)	02/2025/AMC05	06	03-UR; 02-SC; 01-ST
F6	Dy. Project Officer (Security)	02/2025/AMC06	01	01-UR
F7	Dy. Project Officer (Corporate Communication)	02/2025/AMC07	01	01-UR
F8	Dy. Project Officer (Design)	02/2025/AMC08	02	01-UR; 01-OBC

Consultant on Fixed Term Contract & Part Time Basis:

SI	Name of the Post (Grade)	Post Code	No. of Posts
C1	Senior Consultant (Design)	02/2025/CON01	01
C2	Senior Consultant (Legal)	02/2025/CON02	01
C3	Senior Consultant (Business & Vendor Development) - Mumbai Zone	02/2025/CON03	01
C4	Consultant (Submarine)	02/2025/CON04	02
C5	Consultant (Delhi Office)	02/2025/CON05	01

Important dates for present recruitment process are as indicated below:

IMPORTANT DATES	
Date of commencement of ONLINE application for all posts	09 July 2025 From 1000 hrs
Last Date for ONLINE submission for all posts (Once submitted editing is not allowed)	09 Aug 2025* upto 1700 hrs - For all posts <i>* Date of individual Posts could be extended at the discretion of HSL, for having staggered interviews.</i>

1. **On Permanent Absorption basis:**

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 09 Aug 2025	Reservation & No. of posts	Qualification	Professional experience as on 09 Aug 2025
P1	Manager (E3) (Technical) Posted in (Visakhapatnam / Chennai / New Delhi)	Rs. 60,000-1,80,000/- (E3) <i>CTC is given in the Para (ii) of Terms & Conditions Section</i>	40 Yrs	03 Posts (02-UR; 01-SC)	<u>Essential:</u> Full time Engineering Graduate with not less than 60% marks (55% for SC Candidates) in Mechanical / Electronics / Electrical / Naval Arch. disciplines from any recognised University or deemed university/Institute recognised by AICTE. <i>(Refer to General Instructions for Group of Disciplines)</i> <u>Desirable:</u> Post-graduation in relevant discipline/ MBA	<u>Essential:</u> <u>(a) Experience:</u> (i) The Candidate should have minimum 09 years of post-essential qualification experience <i>(Including the professional training (if any) provided post joining)</i> in the following: - (ii) Design / Construction/ Repairs/ Maintenance/ Operations / of Naval Ships in Govt. Organisation/ PSUs/ Private shipyards of Repute. <u>(b) Lower Grade Experience:</u> <u>(i) Candidates from Govt. / PSUs:</u> Candidate should have minimum 3 years' experience in immediate lower grade of <u>IDA-PSU:</u> Rs. 20,600 - 46,500 (2007) Rs. 50,000 - 1,60,000 (2017) <u>CDA/Govt:</u> Pay Level - 9 of 7th CPC Pay matrix <u>(ii) Candidates from Private Sector:</u> The candidate should be working in organizations of repute and drawing present CTC of Rs.14 lakhs per annum or more.

2. On Fixed Term Contract (FTC) Basis:

S No.	Name of the post (Grade)	Monthly Consolidated Pay	Max. Age As on 09 Aug 2025	Reservation & No. of posts	Qualification	Professional experience as on 09 Aug 2025
F1	Project Superintendent (Technical) (E6 Equivalent) On fixed term contract basis for a period of 03 years extendable by 01 year + 01 year subject to satisfactory performance/requirement or till 60 years of age whichever is earlier	Rs.1,70,000/- (Per Month) (Negotiable) With Retention incentive of Rs. 4,000/- on Completion of Every Year till the closure of contract. For other benefits- refer the detailed advertisement. Total CTC Per Month is Rs. 2 Lakhs (all inclusive)	57 Yrs.	02 Posts (02-UR)	<u>Essential:</u> Full time Engineering Graduate with not less than 60% marks in Mechanical / Electronics / Electrical or related disciplines from any recognised University/ deemed university/Institute recognised by AICTE. <u>Desirable:</u> Post Graduate Degree in Engineering (M.Tech / ME) (Refer to General Instructions for Group of Disciplines)	<u>Essential:</u> <u>Experience:</u> (a) The Candidate should have minimum 18 years of post-essential qualification experience of which 10 years should be in Design & Development / Operations/ Construction/ Repairs/ Maintenance/ Trials including QA & QC of Ships/ Submarines/ Oil Platforms/ Vessels in Govt. Organisation/ PSUs/ Private shipyards of Repute. (b) The candidate should be drawing present CTC of Rs.1.5 lakh per month or more. <u>Desirable:</u> Experience in Design & Development of electrical power systems including medium & high voltage supplies on marine platforms. Experience in Construction / Operations /Maintenance of Off shore rigs.

S No.	Name of the post (Grade)	Monthly Consolidated Pay	Max. Age As on 09 Aug 2025	Reservation & No. of posts	Qualification	Professional experience as on 09 Aug 2025
F2	Dy. Project Officer (Technical) On fixed term contract basis for a period of 02 years extendable by 01 year + 01 year subject to satisfactory performance/requirement.	Rs. 73,000/- (Per Month) With Retention Incentive of Rs. 2,500/- on Completion of Every Year till the closure of contract. For other benefits- refer the detailed advertisement. Total CTC Per Month is Rs. 91,000 (all inclusive)	45 Yrs	14 posts (06-UR; 04-EWS; 03-OBC; 01-ST)	<u>Essential:</u> Graduate with not less than 60% marks [55% for ST candidates] marks in Mechanical /Electrical/ Electronics & Communication/ Controls/ Shipwright & Equivalent from recognised university/ deemed university/ Institute recognised by AICTE.	<u>Essential:</u> <u>(a) Experience:</u> Minimum 02 Years post qualification experience for graduate engineers in any one or more of the following: (i) Operation/ Repairs/ Refits/ Maintenance/Trials / Inspection of Naval Ships /Submarines. (ii) Steel works like Fabrication, Erection Welding on naval ships/submarine. (iii) Installation & Integration of equipment/systems and overseeing/quality assurance during construction of Ships/ Submarines. (iv) Setting to Work, Functional Trials and Harbor Trials of engineering/electrical equipment/systems for Naval Ships/Submarine. (v) Experience in Operation / Maintenance / Repairs of Plant / Manufacturing unit / Shipyard / yard utilities operations, monitoring and repairs and maintenance of cranes, Plants & Machines in the yard. <u>Desirable:</u> Ex-servicemen of Indian Navy (ERA-3/equivalent & above) of ERA/EAP/SWA/MECH/EAR cadre may be preferred.

S No.	Name of the post (Grade)	Monthly Consolidated Pay	Max. Age As on 09 Aug 2025	Reservation & No. of posts	Qualification	Professional experience as on 09 Aug 2025
F3	Dy. Project Officer (Submarine) On fixed term contract basis for a period of 02 years extendable by 01 year + 01 year subject to satisfactory performance/requirement.	Rs. 73,000/- (Per Month) With Retention Incentive of Rs. 2,500/- on Completion of Every Year till the closure of contract. For other benefits refer the detailed advertisement. Total CTC Per Month is Rs. 91,000 (all inclusive)	45 Yrs	09 posts (04-UR; 02-EWS; 02-OBC; 01-ST)	<u>Essential:</u> (i) Graduate with not less than 60% marks [55% for ST candidates] marks in Mechanical /Electrical/ Electronics & Communication/ Controls/ Shipwright & Equivalent from recognised university/ deemed university/ Institute recognised by AICTE. (ii) Dolphin (Submarine Training Certificate) from Indian Navy	<u>Essential:</u> Minimum 05 years' post qualification experience in Operation/ Maintenance/ Construction/ Repair of Naval Submarines. <u>Desirable:</u> Ex-Servicemen of Indian Navy of ERA-3/ Equivalent and above / ERA/ MECH/ EAP/ EAR may be preferred.

S No.	Name of the post (Grade)	Monthly Consolidated Pay	Max. Age As on 09 Aug 2025	Reservation & No. of posts	Qualification	Professional experience as on 09 Aug 2025
F4	Dy. Project Officer (Civil) On fixed term contract basis for a period of 02 years extendable by 01 year + 01 year subject to satisfactory performance/requirement.	Rs. 73,000/- (Per Month) With Retention Incentive of Rs. 2,500/- on Completion of Every Year till the closure of contract. For other benefits refer the detailed advertisement. Total CTC Per Month is Rs. 91,000 (all inclusive)	45 Yrs	03 Posts (01-UR 01-OBC; 01-SC)	<u>Essential:</u> Engineering graduate in Civil Engg discipline with not less than 60% marks (55% for SC candidates) from a recognized university or deemed university/ institution registered with AICTE. <u>Desirable:</u> Masters in relevant field	<u>Essential:</u> Minimum 02 years of post-qualification experience in one/more of the following: - (a) Design & Material Estimate for RCC Structure/ Marine RCC structure/Building construction RCC. (b) Execution/Supervision of construction of Marine Structures, Buildings, Civil structures, Bridges and Culverts etc. (c) Assessment of structural integrity/ residual life of old RCC/Load Bearing structure and their refurbishment using modern repairs/refurbish techniques (d) Preparation of Scope of Work, Tender Document, Technical Evaluation of Tenders, Project Planning & contract management for construction and refurbishment of marine structure, residential and factory buildings. <u>Desired skills:</u> Working knowledge of AutoCAD

S No.	Name of the post (Grade)	Monthly Consolidated Pay	Max. Age As on 09 Aug 2025	Reservation & No. of posts	Qualification	Professional experience as on 09 Aug 2025
F5	Dy. Project Officer (HR) On fixed term contract basis for a period of 02 years extendable by 01 year + 01 year subject to satisfactory performance/requirement.	Rs. 73,000/- (Per Month) With Retention Incentive of Rs. 2,500/- on Completion of Every Year till the closure of contract. For other benefits refer the detailed advertisement. Total CTC Per Month is Rs. 91,000 (all inclusive)	40 Yrs	06 Posts (03-UR; 02-SC; 01-ST)	<u>Essential:</u> 1) Full time Graduate in any discipline with not less than 60% marks (55% for SC/ST candidates) from any recognised University or Institute recognised by UGC. AND 2) Post graduate degree in Management with specialization in HR/ Personnel (or) Post Graduate in Law from any recognised University or Institute registered with UGC.	<u>Essential:</u> <u>Experience:</u> (a) Should have at least 02 years of post-qualification experience in various aspects of HR / Personnel Management / Industrial Relations/ Training & Development/ Administration & Legal Matters in Government Organisation/Public Sector Undertakings or in large and reputed Private Companies. (a) Preference may be given to candidates with hands on experience in Legal matters (Service matters), RTI matters and working knowledge on HR module. <u>Desirable Skills:</u> Working Knowledge in Computers. Working knowledge of Telugu

S No.	Name of the post (Grade)	Monthly Consolidated Pay	Max. Age As on 09 Aug 2025	Reservation & No. of posts	Qualification	Professional experience as on 09 Aug 2025
F6	Dy. Project Officer (Security) On fixed term contract basis for a period of 02 years extendable by 01 year + 01 year subject to satisfactory performance/requirement.	Rs. 73,000/- (Per Month) With Retention Incentive of Rs. 2,500/- on Completion of Every Year till the closure of contract. For other benefits refer the detailed advertisement. Total CTC Per Month is Rs. 91,000 (all inclusive)	45 Yrs	01 Posts (01-UR)	<u>Essential:</u> Graduation / Diploma in any discipline with not less than 60% marks from any recognised University or Institute recognised by UGC. <u>Desirable:</u> "Diploma in 'Security/Fire'".	<u>Essential:</u> <u>Experience:</u> (a) The candidate with graduation should have minimum of 02 years' experience or Diploma with 05 years' experience in Security/ Armed Forces / Fire Services. (b) Ex-servicemen of Chief Petty Officer/equivalent & above of provost/ MP branches / equivalent in other services / experience of security in large private companies.

S No.	Name of the post (Grade)	Monthly Consolidated Pay	Max. Age As on 09 Aug 2025	Reservation & No. of posts	Qualification	Professional experience as on 09 Aug 2025
F7	Dy. Project Officer (Corporate Communication) On fixed term contract basis for a period of 02 years extendable by 01 year + 01 year subject to satisfactory performance /requirement.	Rs. 73,000/- (Per Month) With Retention Incentive of Rs. 2,500/- on Completion of Every Year till the closure of contract. For other benefits-refer the detailed advertisement. Total CTC Per Month is Rs. 91,000 (all inclusive)	40 Yrs	01 Post (01-UR)	Full time Graduate in any discipline and Post-Graduation in Mass Communication from a recognized university with a minimum of 60% marks in the qualifying examination.	<u>Essential:</u> Minimum 2 years of experience in handling news writing, reporting, communication, and media management. <u>Desirable Skills:</u> Familiarity with Adobe Photoshop for designing advertisements.

S No.	Name of the post (Grade)	Monthly Consolidated Pay	Max. Age As on 09 Aug 2025	Reservation & No. of posts	Qualification	Professional experience as on 09 Aug 2025
F8	Dy. Project Officer (Design) On fixed term contract basis for a period of 02 years extendable by 01 year + 01 year subject to satisfactory performance/requirement.	Rs. 73,000/- (Per Month) With Retention Incentive of Rs. 2,500/- on Completion of Every Year till the closure of contract. For other benefits-refer the detailed advertisement. Total CTC Per Month is Rs. 91,000 (all inclusive)	40 Yrs	02 posts (01-UR; 01-OBC)	<u>Essential:</u> Full time Diploma / Engineering Graduate with not less than 60% marks in Mechanical/ Electrical/ Civil/ Naval Architecture/ Ship Building /Ocean Engineering/ Marine Engineering disciplines from any recognised University or Institute registered with AICTE.	<u>Essential:</u> <u>Experience:</u> (i) Should have post-qualification experience of at least 05 years (for Diploma)/ at least two years (for Engineering Graduate) in drafting in any reputed Ship Design agencies / Shipyard. (ii) Experience in modelling & drafting in Aveva Marine/ NUPAS CADMATIC/ Ship Constructor or equivalent ship design software. (iii) Should have prepared drawings in AUTOCAD software for ship design & construction / Marine Structures.

3. Consultants on Fixed Term Contract & Part Time basis:

S No.	Name of the post (Grade)	Remuneration (Consolidated Pay)	Max. Age As on 09 Aug 2025	Discipline & Qualification	Professional experience as on 09 Aug 2025
C1	Senior Consultant (Design) - 01 Post On fixed term contract basis for 01 year & extendable up to 01 year + 01 year subject to satisfactory performance/ Requirement & not exceeding 65 yrs of age).	Rs 1,20,000/- (Per month) With Retention Incentive of Rs. 3,000/- on Completion of Every Year till the closure of contract. To be available at HSL, (Onsite) for a minimum of 16 working days in a month cumulative and balance through VC/email, as per requirement of HSL. TA/DA will be paid on par with equivalent to HSL officers (E7 Grade) for outstation travel. For Non-Vizag Resident Travel Arrangements will be made by HSL. Accommodation provided by HSL during the stay in Visakhapatnam.	Maximum age limit is 62 years	<u>Essential:</u> Graduate degree or equivalent in the discipline in Naval Architecture/ Naval Architecture & Ship Building / Naval Architecture & Ocean Engineering.	<u>Essential</u> (i) Should have at least 25 years of experience (after graduation) in Shipbuilding / Ship design/ Ship repair organization preferably in Warship Design. (ii) The candidate should have experience in WOT/ Design Directorate/ IHQ/ Trial Agencies/ Naval Dockyards. (iii) Assignments involving new ship designs/ constructions /overseeing/ commissioning of Frigate/ Destroyers etc. (iv) Class surveyors, Professors of relevant discipline having experience either singularly or collectively and fulfilling the requirement of SI no (i) above may also apply.

S No.	Name of the post (Grade)	Remuneration (Consolidated Pay)	Max. Age As on 09 Aug 2025	Discipline & Qualification	Professional experience as on 09 Aug 2025
C2	Senior Consultant (Legal) 01 Post On fixed term contract basis for 01 year & extendable up to 01 year + 01 year subject to satisfactory performance/ Requirement.	Rs 1,20,000/- per month With Retention Incentive of Rs. 3,000/- on Completion of Every Year till the closure of contract. If outstation duty then Travel expenses by Air / Road / Rail to & from Visakhapatnam and accommodation by HSL. To be available at HSL for a min of 16 working days in a month cumulative and balance offsite through VC/email.	62 years	<u>Essential:</u> Graduate with LLB or Degree in Law (5 years integrated course) with not less than 50% marks from a recognized university / deemed university.	<u>Essential:</u> The candidate should have at least 25 years of post-qualification experience as lawyer in Civil Courts / High Courts/tribunals of Andhra Pradesh. Should have thorough knowledge in Arbitration matters. Retired as GM/AGM in Legal Domain in any of the CPSE's in India in which last 10 years if experience is exclusively in Legal Department. <u>Desirable:</u> Preference may be given to candidates who are from Andhra Pradesh.

S No.	Name of the post (Grade)	Remuneration (Consolidated Pay)	Max. Age As on 09 Aug 2025	Discipline & Qualification	Professional experience as on 09 Aug 2025
C3	Senior Consultant (Vendor & Business Development) – Mumbai Zone [01 Post] On fixed term contract basis for 01 year & extendable up to 01 year + 01 year subject to satisfactory performance/ Requirement.	Rs 1,20,000/- [Per Month] +Yearly increase of Rs.3,000/- TA/DA on local travel or outstation travel will be paid on par with equivalent to HSL officers (E7 Grade). Accommodation will be provided by HSL during the official outstation stay while on duty. To be available at Mumbai/Visakhapatnam office for a minimum of 16 working days in a month (Cumulative) and balance through VC/Email	62 years	<u>Essential:</u> B.Tech (Mechanical Engg) <u>Desirable:</u> MBA / M.Tech	<u>Essential Experience:</u> (i) The candidate should have at least 20 years of post-qualification experience in relevant area out of which at least 04 years in management level dealing with shipbuilding / ship repairs / ship operations in the maritime agencies or Govt. of India. (ii) Experience in project management, preferably shipbuilding / RFP/ Contract management / Exports. <u>Desirable:</u> Experience in implementing, business strategies, corporate evaluation & development in an industrial establishment, ability to provide insights on new technologies, new products and improvements in corporate, business, vendor and indigenisation.

S.No	Name of the post (Grade)	Remuneration (Consolidated Pay)	Max. Age As on 09 Aug 2025	Discipline & Qualification	Professional experience as on 09 Aug 2025
C4	Consultant (Submarine) - 02 Posts On fixed term contract basis for 02 years extendable up to one-year subject to requirement and satisfactory performance and not exceeding age of 65 years	Rs 1,00,000/- (Per month) With Retention Incentive of Rs. 2,000/- on Completion of Every Year till the closure of contract. To be available at HSL Visakhapatnam Office (Onsite) for a minimum of 18 working days in a month and balance through VC/email	Maximum age limit is 62 years	Engineering Graduate or Diploma in Engineering disciplines with 05 years of experience as CTA from Naval Dockyards / Sailors from technical stream of Indian Navy (Engineering / Electrical).	<u>Essential.</u> (i) Experience of at least 12 years in EKM Submarine Refit operations/ maintenance. (ii) Should have experience in execution & project monitoring of at least three Normal Refit / Medium Refit of EKM Submarines. (iii) Should have witnessed/ offered Trials of EKM Submarines.

S No.	Name of the post (Grade)	Remuneration (Consolidated Pay)	Max. Age As on 09 Aug 2025	Discipline & Qualification	Professional experience as on 09 Aug 2025
C5	Consultant (Delhi Office) - 01 Post On fixed term contract basis for a maximum of 01 year + 01 year + 01 year subject to satisfactory performance / till 65 years of age whichever is earlier.	Rs 1,00,000/- (Per month) (Consolidated pay inclusive of local conveyance) + Retention Incentive of Rs. 2,000/- on Completion of Every Year till the closure of contract To be available at site for a minimum of 18 days / month and balance Off site through email/VC (Place of Residence of Consultant) for Liaison work.	Maximum age limit is 63 years	Graduate degree in any discipline. <u>Desirable:</u> MBA / PG Diploma	<u>Essential.</u> (i) Should possess good communication skills. (ii) Candidates should have 20 yrs. working experience in liaising with Government Agencies and reputed organisations and should be able to carry out correspondence independently. Working experience in a Shipyard with liaising duties with Ministries will be preferred. (iii) Should be resident of Delhi/ NCR with local mobility.

TERMS AND CONDITIONS

A. Scale of Pay & Benefits:

For Permanent:

(i) In addition to Basic Pay, the regular officers shall be entitled for payment of Industrial DA, HRA and Allowances of 27% on Basic Pay (under cafeteria approach, subject to review by Govt), Contributory Provident Fund, Gratuity, Reimbursement of Medical expenses for In-Patient treatment, Leave Encashment, Subsidized Lunch etc. as admissible as per the company policies/government regulations.

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

Grade	Pay scale	Annual CTC (approx.)
E3	Rs. 60,000-1,80,000/-	Rs. 17.44 lakhs per annum

For Fixed Term Contract:

(i) In addition to the consolidated pay, they are also entitled for other benefits like Contributory Provident Fund Scheme (in case of less than 60 years of age) and Subsidized Lunch facility etc. as admissible.

(ii) TA / DA / conveyance for travel outside Visakhapatnam for official travel as deputed by HSL Management will be paid as per rates as applicable to HSL officers of equivalent scale.

(iii) Applicable leave benefit as per policy.

(iv) The CTC (Approx.) during the contract period are as shown under:

SI	FTC Officer Designation	Monthly Consolidated Pay	CTC Per Month (Approx.)	Annual Retention Incentive Hike (approx.)
1	Project Superintendent	₹ 1,70,000	₹ 2 Lakh	Rs. 4,000 Per Year
2	Deputy Project Officer	₹ 73,000	₹ 91 K	Rs. 2,500 Per Year

B. Relaxations:

(i) **Internal candidates** (only permanent employees) 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 **[For Permanent & FTC Posts]**.

(iii) 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. [For Permanent & FTC Posts]

C. Reservation:

- (i) Candidates from reserved categories fulfilling eligibility criteria may also apply for the posts earmarked for UR as per Government Rules.
- (ii) 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 issued not earlier than 01.04.2025. Similarly, the candidates under Economically Weaker Section (EWS) category will have to submit the "Income & Asset" certificate issued by the competent authority not earlier than 01.04.2025.
- (iii) 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 (For all Vacancies): 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 and the receipt of the online payment is to be saved for future reference.**

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

- (i) Candidates from Private Sector Companies will be considered subject to fulfilment of criteria of their present CTC as indicated against relevant serial of detailed advertisement. Candidates are required to furnish the proof for the same along with the application. **[only for permanent posts]**
- (ii) Candidates presently working in Government organisation should submit "**No Objection Certificate**" from the present Organisation prior interview. Without "**No Objection Certificate**", the candidate may not be called for the interview. **[only for permanent posts]**
- (iii) Without submission of CTC certificate and annual turnover proof of the present working company, application of the candidate could be summarily rejected. Training period, Teaching experience, Apprenticeship/ Internship and period of sabbatical, Extra-ordinary leave will not be counted towards work experience for the purpose of eligibility and while applying for the posts, candidates must ensure that they are not including such period as experience. **[For all Posts]**

F. Method of Selection:

- (i) Candidates meeting the essential qualification and experience criteria and minimum grade service/ CTC criteria shall be shortlisted for interviewed either online on 'VC Mode' or by physical mode at Hindustan Shipyard Limited. The candidates called for physical interview shall be reimbursed "to & from" 2nd AC train fare' for post number P1. Candidates at their choice may perform journey by air however, reimbursement shall be limited to 'to & from train fare' by shortest route. The selection process may include group discussion, preliminary screening interview and final selection interview. Decision of selection committee shall be final and no representation, whatsoever it may be, shall be entertained. **No travel fare shall be paid to FTC and Consultants posts.**

- (ii) In case, large number of applications are received against the aforementioned advertisement, candidates will be shortlisted in ratio not exceeding 06 times of published vacancies. Candidates may be shortlisted based on the Percentage of Marks secured by them in essential qualifying examination/graduation.
- (iii) Incomplete applications shall be summarily dismissed. In case of any discrepancy in the application, the candidature will be summarily rejected.
- (iv) Mere fulfilment of eligibility criteria shall not confer any right to the applicant for being called for the interview/ selection process.
- (v) Detailed scrutiny of the applications shall be done to ascertain the eligibility and with a view to select for the purpose of interview, only those candidates who are considered suitable in terms of the nature and quality of technical knowledge and professional expertise required for each specific post. Mere issuance of call letter for appearing in the selection process shall not imply that the candidate is eligible for the interview/post.
- (vi) Decision of management in shortlisting of the candidates shall be final.
- (vii) **Percentage of marks should be calculated in the following way:**
 - (a) Aggregate percentage of marks SHALL NOT BE rounded off (for example 64.99% not to be rounded off as 65%)
 - (b) In case of CGPA/OGPA/Grade is awarded by university, the equivalent percentage shall be derived based on the formula provided by the University for converting the grade to Percentage by the candidate. If no formula is prescribed by the University, the equivalence in percentage of marks will be established by multiplying the CGPA/OGPA/ Grade by a factor of 10 subject to the condition that the candidate has to submit documentary proof along with application that the University does not have any formula for conversion of CGPA/OGPA/Grade to percentage
- (viii) 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:

- (i) All vacancies are for Visakhapatnam except where mentioned. However, officers selected could be transferred to any other station for project upto 2 Yrs in one stretch. Also officers would be required to undertake outstation duties to Delhi/ Yards/Vendor Premises as and when required.
- (ii) The Contract may be terminated by either party by giving three months notice in writing or in lieu by payment of three months' notice pay [For FTC posts].
- (iii) HSL may cancel a post/advertisement prior interview and inform the same on HSL website.
- (iv) Candidate not qualified/shortlisted/selected will not be provided any reason for the same.
- (v) No correspondence will be entertained from candidates not shortlisted/ not selected.

H. General Instructions:

i. Grouping of Disciplines:

GROUPING OF DISCIPLINES IN ENGINEERING	
Discipline	Grouping of Branches of Engineering
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. During the online application submission process, ensure that candidates should **upload the mandatory attachments, which include self-attested copies of your Degree/PG Marks lists, Provisional Certificate, Proof of Date of Birth, Caste/PH Certificate, Experience certificates, the most recent salary certificate and Annexure-I** of the application form.
- v. **Only candidates meeting essential qualification and experience will be shortlisted/ qualified for the selection process.**
- vi. **Disclosure of insufficient information 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. 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. The candidates should submit all certificates to establish the experience claimed in their online application, failing which their candidature shall be cancelled and they shall not be considered for further selection.

- x. While applying for a post, the candidate should ensure that he/she fulfils the prescribed eligibility criteria on the cut-off date/s and that the particulars furnished are correct in all respects. If at any stage of recruitment or thereafter it is detected that a candidate has furnished any incorrect/ incomplete information or has suppressed any material fact (s) to be considered as eligible, his/her candidature will stand automatically cancelled. If any shortcoming (s) is/are detected after his/ her assumption of charge, his/her service is liable to be terminated without any notice.
- xi. 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.
- xii. The Management reserves the right to create and operate a panel of shortlisted candidates.
- xiii. The Qualifying Requirement /Experience & Age limit shall be reckoned as on the last date for online submission of application before the final dates shown above.
- xiv. 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.
- xv. The Management reserves the right to Increase or decrease the number of posts or consider for lower posts/grades to meet the organizational requirement or cancel the recruitment process, if need so arises, without issuing any notice or assigning any reason thereof.
- xvi. **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.**
- xvii. 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 HSL website. Responsibility of receiving, downloading and printing of Interview Call Letter or any other information shall be of the candidate only. HSL 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.
- xviii. Candidates who got selected has to submit their dependents medical history declaration before joining to HR Dept.
- xix. All selected candidates are to be submitted their medical test reports prior to their joining. Joining is subjected to the medical clearance.
- xx. All appointments are subject to medical fitness as per the Rules of HSL.
- xxi. Any canvassing directly or indirectly by the applicant will disqualify his/her candidature.

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. The cut-off date for ascertaining age and experience, etc. will be the last date of submission of online application, i.e. 09 Aug 2025.
3. 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.
4. Candidate should upload his/her photograph (20 – 50KB) and signature (10 – 20KB) in the prescribed format and size.
5. Candidates are requested NOT to be idle for more than 5 minutes to avoid the expiry of web page while filling the online application.
6. Candidate should be ready with all the bio-data before filling the application.
7. Click on “Careers” under “Human Resources” visit “Current Openings” link to view the openings available.
8. Please read the advertisement notice carefully, candidates are advised to self-check their eligibility against the recruitment posts.
9. Click on the respective link under “Apply Now” to submit the application online.
10. Registration process contain 3 stages 1) Personal details 2) Educational details and 3) Payment details
11. **Upload the Essential/ Mandatory Self-Attested Documents in online application portal while registration.**
12. If you have experience, please select “Experienced” else “Management Trainee” from the dropdown control against “Type of post”.
13. 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.
14. After successful completion of all the stages you will receive a confirmation message.
15. 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.
16. You will receive a confirmation e-mail with the Registration ID and a link to view your submitted application form.
17. Candidates are also advised to check their SPAM if the email does not reach inbox.
18. Take a print-out (Hard copy) of the filled Online Application for future reference.
19. Keep your DOB and Registration ID confidential.
20. In case of difficulty in registration or for any clarification, candidates may contact recruitment@hslvizag.in electronically.

EXPERIENCE DETAILS (Annexure - 1)

Please describe briefly here how your experience is relevant to the post applied for: -

Sl. No.	Name of the Organisation	Designation & Grade	Nature of Duties (Detailed)	No. of years	Salary/CTC