



गार्डन रीच शिपबिल्डर्स एण्ड इंजीनियर्स 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. 2026/03 (O)

DETAILED ADVERTISEMENT FOR OFFICER POSTS

GRSE Ltd. is one of the Premier Schedule-A Mini Ratna, Category -I Defence Shipyard. 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: 09 March 2026 (from 14:00 Hrs.)

Closing date for Online registration: 29 March 2026 (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 Mar 2026</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Mar 2026</u>
A	PERMANENT EMPLOYMENT					
1	Executive Director (E-9)	150000-3%-300000	56 yrs.	Technical-01 (UR)	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. 26 years' post qualification experience either singularly or collectively in Ship building/ Ship design/ Ship repair/ Overseeing the construction or repair of Naval Ships or Submarines or Commercial Vessels/ Product Design or Production or Planning or Project Management in industry or Engineering Projects. 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 CGM Grade (E-8) for minimum 2 years. iii. For details refer Note 6.

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Mar 2026</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Mar 2026</u>
2	General Manager (E-7)	100000-3%-260000	52 yrs.	Technical-Commercial-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 OR Full Time Graduate with 02 years full time MBA / PG Degree/ PG Diploma in Material Management/ Supply Chain Management/ Logistics Management/ Operations Management. [For detailed qualification grouping, please refer Note – 1 A (ii)]	i. 22 years' post qualification experience either singularly or collectively in- Material Management/ Procurement/ Supply Chain OR Ship building/ Ship design/ Ship repair/ Overseeing the construction or repair of Naval Ships or Submarines or Commercial Vessels/ Product Design or Production or Planning or Project Management in industry or Engineering Projects. 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. For details refer Note 6.
3	General Manager (E-7)	100000-3%-260000	52 yrs.	Technical – 01 (SC)	Four years full time degree in Engineering or equivalent in the any discipline	i. 22 years' post qualification experience either singularly or collectively in Ship building / Ship design/ Ship Repair/ Technical Services/ Project Management/ IT System Integration, Development and Operations. Exposure to implementation of new technologies/ Automation/ Advanced systems will be added advantage. ii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years' experience in immediate lower grade. Candidates from private sector should be drawing comparable CTC of AGM Grade (E-6) for minimum 2 years. iii. For details refer Note 6.

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Mar 2026</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Mar 2026</u>
4	Additional General Manager (E-6)	90000-3%-240000	50 yrs.	Technical – 01 (UR)	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. 20 years' post qualification experience either singularly or collectively in Ship building/ Ship design/ Ship repair/ Overseeing the construction or repair of Naval Ships or Submarines or Commercial Vessels/ Product Design or Production or Planning or Project Management in industry or Engineering Projects. 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. iii. For details refer Note 6.
5	Senior Manager (E-4)	70,000- 3%-2,00,000	45 yrs.	Admin – 01 (UR)	Full Time Graduate in any discipline. <u>Desirable Qualification:</u> MBA/ PG Degree/ PG Diploma in any Management discipline	i. 11 years' post qualification experience either singularly or collectively in General Administration / Corporate Event Management/ Operation of Guest House or Hotels or Canteen or Cafeteria in any Govt. organization/ Private Establishment 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 Manager Grade (E-3) for minimum 2 years. iii. 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; MD=Multiple Disabilities

1. **A. EDUCATIONAL QUALIFICATION**

- i. **Candidates who have completed the course and acquired the essential minimum qualification as on cut-off date (01 Mar 2026) are only eligible to apply against the advertised posts.**
- ii. Four years Full Time Engineering Degree (BE, B Tech) will only be considered. Lateral entry to 3rd semester of 8 semesters course / 2nd year of 4 years' course will also be considered as equivalent qualification.
- iii. **Grouping of Disciplines in Engineering Degree/ Diploma – Technical disciplines**
- **Mechanical** – Mechanical/ Mechanical & Industrial Engg./ Mechanical & Production Engg./ Marine Engg./ Mechatronics/ Mechanical & Automation/ Metallurgy
 - **Electrical** – Electrical/ Electrical & Electronics/ Electrical & Instrumentation
 - **Electronics** – Electronics/ Electronics & Communication/ Applied Electronics & Instrumentation/ Electronics & Telecommunication/ Electronics & Instrumentation/ Instrumentation & Control
 - **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.
 - **Marine Engineering** - Marine Engineering
 - **Metallurgy** - Metallurgy, Metallurgical Engineering, Materials Engineering, and Materials Science & Engineering
- iv. 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 would be of full time only. No Part Time/Correspondence course will be accepted.
- v. Post Graduate Integrated Degree/ Dual Degree Courses in Technical/ Non-technical disciplines will also be allowed. The integrated Professional Technical/ Non-technical Qualification should be of 5 years' duration after 10+2 qualification.
- vi. 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. 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.
- vii. Candidates having Master Degree in Engineering must possess the minimum qualification prescribed against the post.
- viii. Diplomas acquired for all posts wherever applicable have to be awarded by University/ Board/ Council/ Institution recognized by Government of India/State Government.
- ix. 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.
- x. Required experience should be post qualification experience i.e. experience acquired after obtaining the essential minimum educational qualification.

xi. Full time Degree/ Diploma qualification will only be considered.

2. **MAXIMUM AGE LIMIT**

i. Maximum age limit for applicants is mentioned against each post. Cut-off date is **01 March 2026**. 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 relaxation for internal candidates will be applicable as per GRSE Rules.

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. This will be applicable for all the advertised posts/ grades.**

iii. Maximum age as on cut-off date for UR/SC/ST/OBC/EWS/PwBD/Ex-Servicemen after all relaxations shall not exceed 57 years (for external candidates) and 58 years (for internal candidates).

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 (2025-26).

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. EWS certificate should be issued in 2025-26.

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/grse2026>
- ii. All candidates are required to apply ONLINE and upload documents supporting age, caste, education, experience etc. in the Online application.
- iii. 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 **04 Apr 2026**. The envelope containing the application and supporting documents should be super-scribed with **"GRSE Employment Notification No. 2026/03(O)"** and **"Post Applied for ____"**.
- iv. 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.
- v. Please note that candidature of the candidate is liable to be cancelled if he / she submit more than one application for same post.
- vi. GRSE will not be responsible for any delay / loss in postal transit of any application or communication.
- vii. 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/grse2026>.
- viii. All correspondence with candidates shall be done through e-mail only. All information regarding Admit Cards for Written test, 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 Admit Cards for Written test/ 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 the advertised posts will be through interview only.

6. PAY SCALES

(A) From PSU / Govt. Department:

- i. Applicants must have minimum two (2) years of experience in the immediate lower grade for the posts advertised.
- ii. 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.)	IDA Pay Scales/ Grade (Rs.)
ED	E-9	150000-3%-300000	131100-3%-216600	120000-3%-280000
GM	E-7	100000-3%-260000	118500-3%-214100	90000-3%-240000
AGM	E-6	90000-3%-240000	118500-3%-214100	80000-3%-220000
SM	E-4	70000-3%-200000	67700-3%-208700	60000-3%-180000

iii. In case a candidate worked in CDA and IDA pay scales, the combined service rendered in both the pay scales will be considered for determining eligibility including for immediate lower grade experience.

iv. 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) as mentioned in the succeeding paragraph will be adopted.

(B) 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 by 40% of CTC or more for deserving candidates from Private sector/ private practitioners 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.)
ED (E-9)	39.6 Lakhs CGM (E-8)
GM (E-7)	29.7 Lakhs AGM (E-6)
AGM (E-6)	26.4 Lakhs DGM (E-5)
SM (E-4)	19.8 Lakhs MGR (E-3)

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/grse2026> 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 Deputy Manager (Medical) and Assistant Manager (Medical) on Permanent basis and Manager (Medical) and Deputy Manager (Medical) on Fixed term basis, Non-Practicing Allowance (NPA) is admissible as per rules.
- iv. **The present CTC per annum for the advertised posts is given below:**

	Post advertised for the Grade	Approximate CTC (Rs.) *
<u>Permanent</u>	ED (E-9)	49.5 Lakhs
	GM (E-7)	33.0 Lakhs
	AGM (E-6)	29.7 Lakhs
	SM (E-4)	23.1 Lakhs

* For posting at Kolkata.

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

- v. 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.
- vi. Option of Hindi medium shall be given in interview.
- vii. If selected, the candidates can be posted to any Unit / Project / location of the company.
- viii. Final selection of candidates is subject to medical fitness by Company’s Medical Officer as per company’s Recruitment Rules.
- 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. Management reserves the right to call for any additional documentary evidence in support of education, experience, CTC/Pay-scale/Income etc. of the applicants.

xi. Interview will be conducted through online / VC mode. However, if Outstation candidates called for interview physically, reimbursement of the travelling fare will be as follows:

Candidates appearing for interview for the Post advertised for the Grade	Entitlement of reimbursement of travelling fare
ED (E-9), 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), SM (E-4)	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

xii. **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.**

xiii. **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.**

xiv. 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.

xv. Selection process will be done as per the prevalent rules/ policies of the Company.

xvi. For any dispute, the Jurisdiction shall be Kolkata.

xvii. 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>
i.	Start Date for Online Registration	09 Mar 2026 (14:00 hrs.)
ii.	Closing Date for Online Registration <i>(In case the payment is made within 29 Mar 2026 and amount is deducted from account, but the registration process is not completed, such cases will be verified and updated within two working days after the closing date of online registration, i.e., on or before 31Mar 2026)</i>	29 Mar 2026 (23:59 hrs.)
iii.	Receipt of hardcopy of application signed by candidate along with Certificates / testimonials in support of eligibility through Ordinary post only.	04 Apr 2026
v.	Date of Interview	Will be announced later

*** **