



# COCHIN SHIPYARD LIMITED

A GOVERNMENT OF INDIA ENTERPRISE  
A MINIRATNA SCHEDULE A COMPANY UNDER  
THE MINISTRY OF PORTS, SHIPPING AND WATERWAYS

## **Vacancy Notification Ref. No. CSL/P&A/RECTT/CONTRACT/BOAT CREW/2024/6**

**Dated 24 January 2025**

Cochin Shipyard Limited (CSL), a listed premier Miniratna Schedule 'A' Company of Government of India, invites **Online Applications** from Indian citizens fulfilling eligibility requirements, for filling up of the following workmen posts **on a fixed term contract basis for CSL:-**

### **I. Name of Posts, Educational Qualification and Experience:-**

**TABLE 1**

<b><u>Sl. No.</u></b>	<b><u>Name of Post</u></b>	<b><u>Educational Qualification</u></b>	<b><u>Experience</u></b>
1	Serang on contract basis for CSL	Pass in VII standard and must possess 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.
2	Engine Driver on contract basis for CSL	Pass in VII standard and must possess valid Engine driver Certificate issued by the Competent Authority under the relevant statutes.	Minimum one year experience as Engine Driver of a Motor Boat.
3	Lascar (Floating Craft) on contract basis for CSL	Pass in VII Standard and must possess valid Certificate of Competency (Lascar) issued by the Competent Authority under the relevant statutes.	Minimum one year experience as Lascar of a Motor Boat.

### **II. Important Dates :**

**Commencement of Online Application : 29 January 2025**

**Last Date of Online Application : 13 February 2025**



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### III. No. of Vacancies and Reservation:

**TABLE 2**

Name of Post	UR	OBC	SC	Total
Serang on contract basis for CSL	6	1	2	9
Engine Driver on contract basis for CSL	1	-	-	1
Lascar (Floating Craft) on contract basis for CSL	1	-	-	1
<b>Total</b>	<b>8</b>	<b>1</b>	<b>2</b>	<b>11</b>

- a) CSL reserves the right to increase/decrease the number of vacancies or not to fill up any of the vacancies or cancel the recruitment process, as per its requirement.
- b) The job of boat crew like handling rope work, anchor work in harbour and in voyages, inspecting equipment, participating in activities related to maintenance of boat etc. involves physical stress in difficult conditions. Deployment of PwBD is likely to put them and others at serious risk. Hence PwBD candidates shall not apply.

### IV. Period of Contract & Place of Posting:

- a) The contract tenure of all posts are for a maximum period of **three years** subject to project requirements and individual performance.
- b) The posting shall be at CSL/project sites as desired by CSL. The appointment to the post carries with it the obligation to serve in any department of CSL or on-board ships or in any of the work sites/ projects undertaken by CSL.

### V. Remuneration:

- a) The remuneration detail for the posts are detailed under:

**TABLE 3**

Name of the Posts	Contract Period	Consolidated pay per month (₹)	Compensation for Extra Hours (₹)
Serang on contract basis for CSL and Engine Driver on contract basis for CSL	1 <sup>st</sup> year	23,300/-	5830/-
	2 <sup>nd</sup> year	24,000/-	6000/-
	3 <sup>rd</sup> year	24,800/-	6200/-
Lascar (Floating Craft) on contract basis for CSL	1 <sup>st</sup> year	22100/-	5530/-
	2 <sup>nd</sup> year	22800/-	5700/-
	3 <sup>rd</sup> year	23400/-	5850/-



**VI. Age:**

- a) The upper age limit prescribed for the posts shall not exceed **30 years as on 13 February 2025**, i.e. applicants should be born on or after **14 February 1995**.
- b) The upper age limit is relaxable by 3 years for OBC (Non Creamy Layer) candidates and 5 years for SC candidates in posts reserved for them. However, in no case, age limit after applying all age relaxations shall exceed 45 years.

**VII. Method of Selection:**

- a) The method of selection for the posts shall be through Practical tests which shall be conducted out of 100 marks and marks awarded accordingly.
- b) Based on the notified eligibility requirements ascertained through the certificates submitted by the applicants, only shortlisted candidates shall be permitted to attend Practical test on later dates, which shall be communicated separately to the shortlisted candidates through e-mail / CSL website.
- c) The minimum pass mark for Practical test shall be as below:-
  - i) For unreserved posts– 50 % of Total Marks of the test,
  - ii) For OBC Candidates – 45% of Total Marks of the test only for vacancies reserved for OBC,
  - iii) For SC Candidates - 40 % of Total Marks of the test only for vacancies reserved for SC.
- d) CSL may relax the minimum pass mark, if the number of qualified candidates is insufficient.
- e) The rank lists for the respective posts shall be prepared on the basis of marks secured by the candidates who pass in the Practical Tests. In case, same marks is secured by more than one candidates, relative merit shall be decided based on seniority in age.
- f) The selection shall be subject to verification of eligibility requirements (age, educational qualification and experience etc. for which the candidate should produce the original certificates in proof of age, educational qualification and certificates for reservation categories (OBC/SC). The candidates shall produce all required certificates in original along with self-attested copies at the time of Certificate Verification failing which they shall not be considered for selection.
- g) Depending upon the number of online applications received, CSL reserves the right to scrutinise applications for various disciplines and prepare shortlist of candidates based on meeting eligibility requirements ascertained through the certificates uploaded by the applicants in the online application portal and only such shortlisted candidates may be permitted to attend the selection process.



**VIII. Conditions:**

**a) Reservation**

- i) Government of India Directives on reservation shall apply.
- ii) Applicants belonging to SC category should produce a valid recent community certificate issued by the Revenue Authority not below the rank of the Thahsildar, failing which their candidature will not be considered against the reserved posts, and for other concessions/relaxations applicable to the category.
- iii) Applicants belonging to OBC category should produce a valid recent (Non Creamy Layer-for Central Government employment purpose) certificate issued by the Revenue Authority not below the rank of the Thahsildar, failing which their candidature will not be considered against the reserved posts, and for other concessions/relaxations applicable to the category.

**b) Qualification**

- i) The minimum qualification stipulated for the post must be from a University/Institute/ Examination Board recognized by AICTE/appropriate statutory authority/State/Central Government.
- ii) 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 shall not be considered.

**c) Experience**

- i) **Experience acquired after the date of passing of the qualification stipulated as per the above requirements shall only be considered. Period of post qualification experience shall be reckoned as on 13 February 2025.**
- ii) Training with remuneration shall be treated as experience.
- iii) Applicants who are presently working in any company (Private / Public Sector /Govt.), in the absence of experience certificate, should submit copy of **Appointment Order or Offer letter issued by the company, latest Pay Slip or 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.**





- iv) Applicants who are Ex-servicemen should submit **Discharge Certificate/Book/ Pension Payment Order from the Armed Forces**. Those ex-servicemen having qualification endorsed in their Discharge Certificate/Book should have working experience in the relevant discipline in the Armed Forces. Such qualification acquired during service period shall also be considered for calculation of post qualification experience. Those applicants claiming equivalency of qualification should produce the certificate of equivalency or endorsement in the Discharge certificate of the same with authority (refer order issued by the Govt. of India), should produce 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 produce experience certificate from the authorities concerned, failing which their candidature shall not be considered.
- v) Applicants should clearly specify the nature of work performed and duties, responsibilities handled in the respective jobs, as well as experience certificate in proof of the same shall be uploaded while submitting their online application for the posts notified.
- vi) 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 shall not be considered for further selection.
- vii) Applicants who are in the final year of contract on rolls of CSL as on date of this vacancy notification are also eligible to apply, subject to meeting all other notified requirements. Those who are in the first year and second year of contract are not eligible to apply for the same post.
- d) **Application Fee :**
- i) **Application fee of ₹ 200/- (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 29 January 2025 to 13 February 2025. No other mode of payment shall be accepted.**
- ii) **Applicants belonging to Scheduled Caste (SC)/ Scheduled Tribe (ST) need not pay application fee.** They are exempted from payment of application fee.
- iii) All applicants for whom the fee is applicable i.e. except those belonging to SC/ST should pay the application fee as stipulated above. It is important to note that their candidature shall be considered only on receipt of application fee.



e) **How to Apply:**

- i) Applicants should go through the User Manual and FAQ published in the link [www.cochinshipyard.in](http://www.cochinshipyard.in) (Career page→ CSL, Kochi) before filling the online application. The application consists of two phases – One time Registration and submission of application against the posts applicable. Applicants should not submit more than one application. Application once submitted shall be final.
- ii) Applicants meeting the notified requirements may do the **One time Registration in the SAP Online portal and submit their application.** The facility to submit their application can be accessed through our website [www.cochinshipyard.in](http://www.cochinshipyard.in) (Career page→ CSL, Kochi) from 29 January 2025 to 13 February 2025. **Application submitted direct or by any other mode shall not be accepted.**
- 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 shall not be considered and shall be rejected.
- iv) Applicants should ensure that all the entries in the online application have been correctly filled in and application submitted successfully. Change in the data provided in the application after final submission of the same through online will not be considered. Filling of garbage/junk details in any of the fields can lead to rejection of application.
- v) Application must be complete in all respects as per this Advertisement Notification. **Please note that incomplete applications/withdrawn applications/ applications in draft status shall not be considered.** On successful submission of the application, the status of the application shall be shown as "In process". After submission of the application, the candidate shall log in to My Applications and ensure that the application status is "In process" to ensure the process is complete.
- vi) **After applying through online, applicants 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 shall be obtained only upon successful submission of online application.** The Registration Number on the online application should be quoted for any correspondence with CSL.
- vii) **Applicants need not send the online application print out/certificates by post to Cochin Shipyard Ltd.**
- viii) The website will remain functional for the purpose of submitting applications from 29 January 2025 and the last date for submission of applications through online is 13 February 2025. In order to avoid heavy traffic in website on the last date that may



result in the non-submission of application, applicants are advised to log in to CSL website and submit applications well in advance before the last date. ***Those who apply on the last date of application may not get any troubleshooting assistance/technical support in SAP application portal by email/phone after 1600 hrs on the last date.***

## 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) Definition of Ex-serviceman:- Ex-serviceman is a person
  - (a) Who has served in any rank whether as combatant or non-combatant in a Regular Army, Navy and Air Force of the Indian Union, and
    - (i) Who either has been retired or relieved or discharged from such service whether at his own request or being relieved by the employer after earning his or her pension; or
    - (ii) Who has been relieved from such service on medical grounds attributable to military service or circumstances beyond his control and awarded medical or other disability pension; or
    - (iii) Who has been released from such service as a result of reduction in establishment;
  - (b) Who has been released from such service after completing the specific period of engagement, otherwise than at his own request, or by way of dismissal, or discharge on account of misconduct or inefficiency and has been given a gratuity; and includes personnel of the Territorial Army, namely, pension holders for continuous embodied service or broken spells of qualifying service; Or
  - (c) Personnel of Army Postal Service who are part of Regular Army and retired from the Army Postal Service without reversion to their parent service with pension, or are released from the Army Postal service on medical grounds attributable to or aggravated by military service or circumstances beyond their control and awarded medical or other disability pension; Or
  - (d) Personnel, who were on deputation in Army Postal Service for more than six months prior to 14th April, 1987; Or
  - (e) Gallantry award winners of the Armed Forces including personnel of Territorial Army; Or
  - (f) Ex-recruits boarded out or relieved on medical ground and granted medical disability pension.
- iii) CSL 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 application, and information/replies to such queries should be only through the e-mail [career@cochinshipyard.in](mailto:career@cochinshipyard.in). However, CSL shall not be responsible for any delay/non-receipt of such e-mails within the stipulated date and





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time. Replies to any such queries received after the stipulated date and time shall not be considered, and no further correspondence shall be entertained in this regard.

- iv) Original Certificates of the short-listed candidates shall be verified at the time of joining or at any other stage as decided by CSL. Candidature is purely provisional subject to verification of original certificates in proof of age, qualification, experience, caste, disability, medical fitness etc and meeting the notified eligibility requirements. At the time of certificate verification/joining, if the candidates short-listed are found not meeting the eligibility requirements or fail to produce certificates in original or if at any stage, it is found that any information furnished by the candidate is false/incorrect or there has been suppression of facts and information, the candidate shall not be considered for selection and candidature/ appointment will be cancelled/rejected without further notice.
- v) **No correspondence regarding the rejection of application in case of ineligibility shall be entertained.**
- vi) **No TA/DA shall be paid to the candidates for attending the selection process.**
- vii) **Call letters shall not be sent to short-listed candidates by post.** They shall be informed to download call letter by e-mail/through CSL website [www.cochinshipyard.in](http://www.cochinshipyard.in). **Schedule of the selection process shall be intimated to the short-listed applicants through E-mail/CSL website (Career page→ CSL, Kochi).** Candidates are requested to frequently check the above website (Career page→ CSL, Kochi) for updates related to the selection.
- viii) Mere submission of application through online, and issue of call letter for the selection process shall not confer any right to the applicant of acceptance of candidature or cannot be construed as an acknowledgement of fulfilling the eligibility criterion or does not constitute an offer of appointment, and will not entitle the applicant to any claim for employment in CSL.
- ix) The vacancies are purely on contract basis for a specific period and CSL is not liable to offer appointment during or after the completion of contract period of the selected candidates.
- x) The candidates short-listed for appointment should undergo a medical examination in the hospitals as prescribed by CSL. The reports of such medical examination may be examined by Medical Officer of CSL and the appointment of the candidate is subject to certification of Medical fitness.
- xi) CSL shall not bear any liability on account of salary/leave salary/gratuity/pension contribution etc, if any related to previous employment of any candidate already working in Government/Public Sector Undertakings.





- xii) Rank lists shall be maintained for all posts and the validity period of the rank list shall be up to 18 months from the date of reporting of the last candidate, from the list of candidates advised to join on publication of the result, or until a fresh notification for the same post is issued, or until a fresh notification for the same post is issued. The rank list may be operated if a vacancy occurs either due to non-joining of a candidate advised to join from the rank list or due to the subsequent separation of a candidate selected from the rank list. The rank list may also be used to fill up future vacancies that arise during the validity of the rank list, with specific approval from competent authority.
- xiii) The number of posts indicated in this notification is based on existing requirement and shall vary depending on the future requirements, and the vacancies that may arise during the validity period of the rank lists may be filled up from that rank lists at the discretion of CSL.
- xiv) Notwithstanding the above or any other conditions, CSL reserves the right not to fill up the vacancies notified. Further, the filling up of the notified vacancies shall be subject to the suitability of candidates in the rank list, availability of projects and job requirements. CSL reserves the right to restrict/ alter/cancel/modify the recruitment process, if need so arises.
- xv) Submission of application shall be considered as unconditional acceptance of all terms and conditions of this vacancy notification by the applicant.
- xvi) All documents related to this selection shall be preserved for a period of two years from the date of publication of results.
- 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 shall be published in the CSL website only.
- xix) For any further clarification related to the advertisement and conduct of selection, please contact us via e-mail [career@cochinshipyard.in](mailto:career@cochinshipyard.in).

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

Sd/-  
GENERAL MANAGER (HR & TRAINING)