



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. 2025/08 (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: 19 December 2025 (from 14:00 Hrs.)

Closing date for Online registration: 09 January 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 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</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 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
2	Chief General Manager (E-8)	120000-3%-280000	54 yrs.	Technical-03 (UR-2, OBC-1)	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. 24 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 GM Grade (E-7) for minimum 2 years. iii. For details refer Note 6.
3	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 MBA/ PG Degree/ PG Diploma in Material Management/ Supply Chain Management/ Logistics Management/ Operations Management is preferable. [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.
4	Additional General Manager (E-6)	90000-3%-240000	50 years	Technical-07 (UR-3, OBC-2, SC-1, EWS-1)	Four years full time degree in Engineering or equivalent in the discipline of Mechanical/ Electrical/ Electronics/ Marine Engineering/ Civil/ Production/ Naval Architecture	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.

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
					[For detailed qualification grouping, please refer Note – 1 A (ii)]	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	Additional General Manager (E-6)	90000-3%-240000	50 years	Regional Office (Delhi)-01 (UR)	Full Time Graduate in any discipline	i. 20 years' post qualification experience either singularly or collectively in Ship building/ Ship design/ Ship repair/ Ship operations/ Overseeing the construction or repair of Naval Ships or Submarines/ liaison with Armed Forces/ Coast Guard Headquarters/ Offices, various Ministries/ Departments under Govt. of India. ii. Candidates with experience in steering international Defence cooperation and engagement with Foreign Embassies shall be preferred. iii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DGM Grade (E-5) for minimum 2 years. iii. For details refer Note 6.
6	Deputy General Manager (E-5)	80000-3%-220000	48 years	Technical-07 (UR-1, OBC-4, SC-1, ST-1) (incl. 01 Backlog OBC vacancy)	Four years full time degree in Engineering or equivalent in the discipline of Mechanical/ Electrical/ Electronics/ Marine Engineering/ Civil/ Production/ Naval Architecture [For detailed qualification grouping, please refer Note – 1 A (ii)]	i. 15 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

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
						SM Grade (E-4) for minimum 2 years. iii. For details refer Note 6.
7	Senior Manager (E-4)	70,000- 3%- 2,00,000	45 years	Technical – 04 (UR-2, SC-1, EWS-1)	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. 11 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 possessing Master Degree in Engineering in the discipline of Mechanical/ Electrical/ Electronics/ Marine Engineering/ Civil/ Production/ Naval Architecture with 09 years’ of experience mentioned at Sl. no. (i) above. iii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years’ experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of Manager Grade (E-3) for minimum 2 years. iv. For details refer Note 6.
8	Senior Manager (E-4)	70,000- 3%- 2,00,000	45 years	Admin – 01 (UR)	Full Time Graduate with 02 years full time MBA / PG Degree/ PG Diploma in Hospitality Management/ Hospitality Administration/ Hotel Management	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.

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
9	Senior Manager (E-4)	70,000- 3%- 2,00,000	45 years	Company Secretary – 01 (UR)	Associate/ Fellow Member of Institute of Company Secretaries of India (ICSI)	i. 11 years' post qualification experience (with at least 3 years of experience in a listed Company) either singularly or collectively in handling Corporate Secretarial matter matters such as organizing Board and General Meetings, drafting and presentation of Board memoranda/agendas and minutes, listing compliances, drafting and vetting of agreements related to formation of joint ventures, matters related with mergers & acquisitions, incorporation of companies etc. The candidate should have thorough knowledge of matters pertaining to Company Law, Corporate & Secretarial Functions. The candidate should be well versed with the provisions and regulations of the Companies Act and SEBI Rules and Regulations and relevant Statutory framework. 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.
10	Manager (E-3)	60,000- 3%- 1,80,000	42 years	Finance- 01 (ST) (Backlog vacancy)	Chartered Accountant (CA) OR Cost & Management Accountant (CMA)	i. 08 years' post qualification experience in dealing with financial matters, either singularly or collectively, in Budgeting/ Costing/ Banking/ Taxation/ Finalisation of accounts/ Exposure in Audit Related matters/ Financial Concurrence in various procurements/ Compliance matters related to Finance. ii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DM Grade (E-2) for minimum 2 years. 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 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
11	Manager (E-3)	60,000- 3%- 1,80,000	42 years	IT-01 (OBC) (Backlog vacancy)	Four years full time degree in Engineering or equivalent in any discipline OR Full time Master of Computer Applications (MCA)	i. 08 years' post qualification hands on experience in a) In-depth Functional and technical experience in SAP Modules like MM, FICO, SD, PP, PS, PM, BASIS b) System Administration in Unix Platform. ii. Candidates possessing Master Degree in Engineering with 06 years' of experience mentioned at Sl. no. (i) above. iii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DM Grade (E-2) for minimum 2 years. iv. For details refer to Note 6
12	Manager (E-3)	60,000- 3%- 1,80,000	42 years	Technical – 07 (UR-4, OBC-2, SC-1) (Out of 07 posts, 01 post will be reserved for PwBD (VH/LV) category)	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. 08 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 possessing Master Degree in Engineering in the discipline of Mechanical/ Electrical/ Electronics/ Marine Engineering/ Civil/ Production/ Naval Architecture with 06 years' of experience mentioned at Sl. no. (i) above. iii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DM Grade (E-2) for minimum 2 years. iv. 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 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
13	Deputy Manager (E-2)	50000- 3%-160000	35 years	Legal - 01 (OBC) (Backlog vacancy)	Full Time Graduate and full time LLB. The LL.B. Degree must be obtained from a University / Institution recognized by Bar Council of India. [For detailed qualification grouping, please refer Note – 1 A (v)]	i. 05 years' of relevant post qualification experience in handling matters related to Civil laws, Commercial law (Contracts, Sale of Goods Act, Interest Act), CPC, IPC, Cr.PC, Arbitration law, Companies Act & Insolvency & Bankruptcy Code, Partnership Act and Property Laws, Labour Laws, Service matters etc., before the Hon'ble Supreme Court / High Courts/ District Courts including Tribunals ii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector/Private Practitioners should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years. iii. For details refer Note 6.
14	Deputy Manager (E-2)	50000- 3%-160000	35 years	Medical- 01 (OBC) (Backlog Vacancy)	MBBS degree from any University recognized by National Medical Commission	i. 05 years' post qualification experience. Private practitioners with above experience may also be considered. ii. One (01) year relaxation in post qualification experience for candidates having Post Graduate Diploma in Medical field and Two (02) years relaxation in post qualification experience for candidates having Post Graduate Degree in Medical field will be given. iii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years. iv. 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 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
15	Deputy Manager (E-2)	50000- 3%-160000	35 years	Technical-01 (ST)	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. 05 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 possessing Master Degree in Engineering in the discipline of Mechanical/ Electrical/ Electronics/ Marine Engineering/ Civil/ Production/ Naval Architecture with 03 years’ of experience mentioned at Sl. no. (i) above. iii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years’ experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years. iv. For details refer Note 6.
16	Deputy Manager (E-2)	50000- 3%-160000	35 years	Finance – 01 (UR)	Chartered Accountant (CA) OR Cost & Management Accountant (CMA)	i. 05 years’ post qualification experience in dealing with financial matters, either singularly or collectively, in Budgeting/ Costing/ Banking/ Taxation/ Finalisation of accounts/ Exposure in Audit Related matters/ Financial Concurrence in various procurements/ Compliance matters related to Finance. ii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years’ experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years. iii. 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 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
17	Deputy Manager (E-2)	50000- 3%-160000	35 years	Technical (QA-NDT) – 01 (UR)	Four years full time degree in Engineering or equivalent in the discipline of Mechanical / Marine / Electrical / Electronics/ Metallurgy / Civil / Production / Naval Architecture [For detailed qualification grouping, please refer Note – 1 A (ii)]	i. 05 years’ post qualification experience in Non-Destructive Testing (NDT) & Welding in Shipyard / Oil & Gas / Pressure Vessels or related fields with valid NDT Level-III certification in RT & UT methods and any one method in MPT, LPT, PAUT. Should have expert knowledge of various industry standards & codes related to NDT & Welding such as ASME, AWS, ASNT, ISO 9712 etc. ii. Candidates possessing Master Degree in Engineering in the discipline of Mechanical/ Marine/ Electrical/ Electronics/ Metallurgy/ Civil/ Production/ Naval Architecture with 03 years’ of experience and valid NDT Level-III certification as mentioned at Sl. no. (i) above. iii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years’ experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years. iv. For details refer Note 6.
18	Assistant Manager (E-1)	40000- 3%-140000	28 years	Safety – 01 (OBC) (Backlog Vacancy)	(i) 4 years Full time degree in Engineering or equivalent in any discipline with Degree or Diploma in Industrial Safety recognized by the Govt. of West Bengal OR Full time Graduate in Physics and Chemistry with Degree or Diploma in Industrial Safety recognized by the Govt. of West Bengal OR Four years full time degree in Engineering or equivalent in the discipline of Safety & Fire Engineering/ Fire Technology & Safety Engineering (from UGC	NIL

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
					recognized university/ AICTE approved institution) OR 4 years Full time degree in Engineering or equivalent in any discipline with ME/ M.Tech. in Industrial Safety/ Safety & Occupational Health Engg. (approved by AICTE) (ii) 55% overall marks or equivalent CGPA in Degree in Engineering, Graduation, Degree/ Diploma in Industrial Safety/ ME/ M.Tech in Industrial Safety/ Safety & Occupational Health Engg. (iii) Working knowledge/ skills of Bengali (reading, writing and speaking) is required. <u>Desirable-</u> Qualified Safety Officer by Govt. of West Bengal	
19	Assistant Manager (E-1)	40000- 3%-140000	28 years	Medical – 01 (UR)	MBBS degree from any University recognized by National Medical Commission	NIL
20	Assistant Manager (E-1)	40000- 3%-140000	28 years	Naval Architecture- 08 (UR-2, OBC-2, SC-2, ST-1, EWS-1)	Four years full time degree in Engineering or equivalent in the discipline of Naval Architecture with First class or 60% overall marks or equivalent CGPA (55% overall marks or equivalent CGPA for OBC/SC/ST/PwBD) [For detailed qualification grouping, please refer Note – 1 A (ii)]	NIL

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
21	Assistant Manager (E-1)	40000- 3%-140000	28 years	Mechanical-06 (UR-2, OBC-1, SC-1, ST-1, EWS-1)	Four years full time degree in Engineering or equivalent in the discipline of Mechanical Engineering with First class or 60% overall marks or equivalent CGPA (55% overall marks or equivalent CGPA for OBC/SC/ST/PwBD) [For detailed qualification grouping, please refer Note – 1 A (ii)]	NIL
22	Assistant Manager (E-1)	40000- 3%-140000	28 years	Electrical-04 (UR-2, OBC-1, SC-1)	Four years full time degree in Engineering or equivalent in the discipline of Electrical Engineering with First class or 60% overall marks or equivalent CGPA (55% overall marks or equivalent CGPA for OBC/SC/PwBD) [For detailed qualification grouping, please refer Note – 1 A (ii)]	NIL
23	Assistant Manager (E-1)	40000- 3%-140000	28 years	Electronics-06 (UR-2, OBC-2, SC-1, EWS-1) (incl. 01 Backlog OBC vacancy)	Four years full time degree in Engineering or equivalent in the discipline of Electronics Engineering with First class or 60% overall marks or equivalent CGPA (55% overall marks or equivalent CGPA for OBC/SC/PwBD) [For detailed qualification grouping, please refer Note – 1 A (ii)]	NIL

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
24	Assistant Manager (E-1)	40000- 3%-140000	28 years	Civil-01 (OBC)	Four years full time degree in Engineering or equivalent in the discipline of Civil Engineering with 55% overall marks or equivalent CGPA [For detailed qualification grouping, please refer Note – 1 A (ii)]	NIL
25	Assistant Manager (E-1)	40000- 3%-140000	28 years	Human Resource-01 (UR)	Full time Graduate with 02 years full time MBA/ PG Degree/ PG diploma or equivalent with First class or 60% overall marks or equivalent CGPA in Human Resource Management/ Human Resource Development/ Personnel Management/ Industrial Relations/ Social Work/ Labour Welfare discipline	NIL
26	Assistant Manager (E-1)	40000- 3%-140000	28 years	Company Secretary-01 (UR)	Associate Member of Institute of Company Secretaries of India (ICSI)	NIL
Out of the 29 posts of Assistant Managers, one vacancy each will be reserved for candidates belonging to PwBD (VH/LV) and PwBD (HH/PD) categories.						
27	Junior Manager (E-0) (posting will be at Kolkata or Ranchi)	30000- 3%-120000	32 years	Security – 02 (OBC-2) (Backlog Vacancies)	Full time Diploma in Engineering in any discipline or equivalent with Full time Diploma in Security Management (having minimum 01 year duration) or equivalent OR Full time Graduate in any discipline with Full time Diploma in Security Management (having minimum 01 year duration) or equivalent (For Defence Services/ Paramilitary forces/ State police forces personnel with minimum 15 years' service, the requirement of Diploma in Security	i. 8 years post qualification experience either singularly or collectively in- Handling responsibility involving safety & security of the ships/ defence establishment OR Security of personnel, material, property, documents etc. in a Govt. organization/ Industry.

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
					Management qualification is exempted)	
28	Junior Manager (E-0)	30000- 3%-120000	32 years	Technical (Engineering) – 01 (ST) (Backlog Vacancy)	Full time Diploma in Engineering or equivalent in the discipline of Mechanical/ Production/ Marine Engineering OR Full time B Sc (Shipbuilding & Repair) [For detailed qualification grouping, please refer Note – 1 A (ii)]	8 years post qualification experience either singularly or collectively in “Ship building/ Ship Design/ Ship Repair activity/ Dockyards/ Repair Yards/ Engineering Industry
29	Junior Manager (E-0)	30000- 3%-120000	32 years	Technical (Hull) – 01 (ST) (Backlog Vacancy)	Full time Diploma in Engineering or equivalent in the discipline of Mechanical/ Civil Engineering/ Naval Architecture/ Shipbuilding OR Full time B.Sc. (Shipbuilding & Repair) OR Full time B.Sc. (Nautical Science) [For detailed qualification grouping, please refer Note – 1 A (ii)]	8 years post qualification experience either singularly or collectively in: “Ship building/ Ship Design/ Ship Repair activity/ Dockyards/ Repair Yards/ Engineering Industry OR Experience as Deck Officer on sea going vessel with preference given to those having certificates of competency as Master, First Mate or Second Mate of a foreign going ship recognized by the Government of India.
30	Junior Manager (E-0)	30000- 3%-120000	32 years	Technical – 03 [PwBD (VH/LV)-2, PwBD (HH/PD)-1]	Full time Diploma in Engineering or equivalent in the discipline of Mechanical/ Civil Engineering / Naval Architecture/ Shipbuilding / Electrical / Electronics OR Full time B.Sc. (Shipbuilding & Repair) [For detailed qualification grouping, please refer Note – 1 A (ii)]	8 years post qualification experience either singularly or collectively in “Ship building/ Ship Design/ Ship Repair activity/ Dockyards/ Repair Yards/ Engineering Industry

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
31	Junior Manager (E-0)	30000- 3%-120000	32 years	Technical (Electrical & Electronics Systems) – 03 (OBC-2, SC-1)	Full time Diploma in Engineering or equivalent in the discipline of Electrical / Electronics/ Mechanical/ Marine/ Naval Architecture/ Civil Engineering OR Full time B.Sc. (Shipbuilding & Repair) [For detailed qualification grouping, please refer Note – 1 A (ii)]	8 years post qualification experience either singularly or collectively in Ship building/ Ship Design/ Ship Repair activity – Operating/ Maintaining/ Overseeing/ Testing/ Tuning & Trials of Weapon & Electrical Equipment/ Systems/ Radio/ RADAR Systems
B	<u>FIXED TERM EMPLOYMENT</u>					
1	Project Superintendent (CGM / E-8) (On Fixed Term Contractual Basis for 03 years extendable maximum of another 02 years)	120000-3%-280000	54 yrs.	Technical-01 (OBC) (Backlog Vacancy)	Four years full time degree in Engineering or equivalent in the discipline of Mechanical/ Electrical/ Electronics/ Marine Engineering/ Civil/ Production/ Naval Architecture [For detailed qualification grouping, please refer Note – 1 A (ii)]	i. 24 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 GM Grade (E-7) for minimum 2 years. iii. For details refer Note 6.
2	Deputy General Manager (E-5) (On Fixed Term Contractual Basis for 03 years extendable maximum of 02 years)	80000-3%-220000	48 years	Technical-03 (UR-1, OBC-1, SC-1) (Backlog OBC & SC Vacancies)	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. 15 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 SM Grade (E-4) for minimum 2 years.

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
						iii. For details refer Note 6.
3	Senior Manager (E-4) (On Fixed Term Contractual Basis for 03 years extendable maximum upto another 02 years)	70000-3%-200000	45 years	Technical-08 (UR-2, OBC-3, SC-2, ST-1) (Backlog OBC, SC & ST Vacancies)	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. 11 years' post qualification experience either singularly or collectively in Ship building Project Management/ Ship design/ Ship Repair/ Ship Procurement/ Overseeing the construction or repair of Commercial or Naval Ships or Submarines/ Testing & Tuning and Trials of Electrical and Weapon Systems/ Radio/ RADAR Systems/ Maintenance and Operations of Commercial Vessels/ Engineering Projects. ii. Candidates possessing Master Degree in Engineering in Mechanical/ Electrical/ Electronics/ Marine Engineering/ Civil/ Production/ Naval Architecture with 09 years' experience mentioned at Sl. no. (i) above. iii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from Private sector should be drawing comparable CTC of Manager (E-3) Grade for minimum 2 years. iv. For details refer Note 6.
4	Senior Manager (E-4) (On Fixed Term Contractual Basis for 03 years extendable maximum upto another 02 years)	70000-3%-200000	45 years	Technical-Design-01 (UR) (for posting at Vizag)	Four years full time degree in Engineering or equivalent in the discipline of Mechanical/ Marine Engineering/ Civil/ Naval Architecture [For detailed qualification grouping, please refer Note – 1 A (ii)]	i. 11 years' post qualification experience either singularly or collectively in Shipbuilding/ Ship design related activities. Must have experience to coordinate a team and have experience in project management. ii. Candidates possessing Master Degree in Engineering in Mechanical/ Marine Engineering/ Civil/ Naval Architecture with 09 years' experience mentioned at Sl. no. (i) above. iii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years' experience in

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
						immediate lower grade whereas Candidates from Private sector should be drawing comparable CTC of Manager (E-3) Grade for minimum 2 years. iv. For details refer Note 6.
5	Manager (E-3) (On Fixed Term Contractual Basis for 03 years extendable maximum upto another 02 years)	60,000- 3%- 1,80,000	42 years	Medical-02 (UR-1, OBC-1) (Backlog OBC Vacancy)	MBBS degree from any University recognized by National Medical Commission	i. 08 years' post qualification experience. Private practitioners with above experience may also be considered. ii. One (01) year relaxation in post qualification experience for candidates having Post Graduate Diploma in Medical field and Two (02) years relaxation in post qualification experience for candidates having Post Graduate Degree in Medical field will be given. iii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DM Grade (E-2) for minimum 2 years. iv For details refer Note 6.
6	Manager (E-3) (On Fixed Term Contractual Basis for 03 years extendable maximum upto another 02 years)	60,000- 3%- 1,80,000	42 years	Technical (Design)-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. 08 years' post qualification experience either singularly or collectively in Shipbuilding/ Ship design related activities. Must have experience to coordinate a team and have experience in project management. ii. Candidates possessing Master Degree in Engineering in Mechanical/ Electrical/ Electronics/ Marine Engineering/ Civil/ Production/ Naval Architecture with 06 years' experience mentioned at Sl. no. (i) above. iii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
						Private sector should be drawing comparable CTC of DM (E-2) Grade for minimum 2 years. iv. For details refer Note 6.
7	Manager (E-3) (On Fixed Term Contractual Basis for 03 years extendable maximum upto another 02 years)	60,000- 3%- 1,80,000	42 years	Technical- Design- 02 (UR-2) (for posting at Vizag)	Four years full time degree in Engineering or equivalent in the discipline of Mechanical/ Marine Engineering/ Civil/ Naval Architecture [For detailed qualification grouping, please refer Note – 1 A (ii)]	i. 08 years' post qualification experience either singularly or collectively in Shipbuilding/ Ship design related activities. Must have experience to coordinate a team and have experience in project management. ii. Candidates possessing Master Degree in Engineering in Mechanical/ Marine Engineering/ Civil/ Naval Architecture with 06 years' experience mentioned at Sl. no. (i) above. iii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from Private sector should be drawing comparable CTC of DM (E-2) Grade for minimum 2 years. iv. For details refer Note 6.
8	Deputy Manager (E-2) (On Fixed Term Contractual Basis for 03 years extendable maximum upto another 02 years)	50000- 3%- 160000	35 years	Technical (Design)- 05 (UR-2, OBC-2, EWS-1)	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. 05 years' post qualification experience either singularly or collectively in Shipbuilding/ Ship design related activities. Must have experience to coordinate a team and have experience in project management. ii. Candidates possessing Master Degree in Engineering in Mechanical/ Electrical/ Electronics/ Marine Engineering/ Civil/ Production/ Naval Architecture with 03 years' experience mentioned at Sl. no. (i) above. iii. Candidates from Govt./ PSU/ Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from Private sector should be drawing comparable CTC of

<u>Sl. No.</u>	<u>Name of Post/ (Grade)</u>	<u>Scale of pay (IDA)</u>	<u>Max. Age as on 01 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
						AM (E-1) Grade for minimum 2 years. iv. For details refer Note 6.
9	Deputy Manager (E-2) (On Fixed Term Contractual Basis for 03 years extendable maximum upto another 02 years)	50000- 3%-160000	35 years	IT – 01 (UR)	Four years full time degree in Engineering or equivalent in any discipline OR Full time Master of Computer Applications (MCA)	i. 05 years' post qualification experience either singularly or collectively in Enterprise Resource Planning/ Software Development/ Testing/ / managing IT infrastructure/ Data Networks/ implementation of IT based solutions ii. Candidates possessing Master Degree in Engineering with 03 years' above experience mentioned at Sl. no. (i) above. iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years. iv. For details refer Note 6.
10	Deputy Manager (E-2) (On Fixed Term Contractual Basis for 03 years extendable maximum upto another 02 years)	50000- 3%-160000	35 years	Medical- 01 (OBC) The post is reserved for PwBD (OH) # (Backlog Vacancy)	MBBS degree from any University recognized by National Medical Commission	i. 05 years' post qualification experience. Private practitioners with above experience may also be considered. ii. One (01) year relaxation in post qualification experience for candidates having Post Graduate Diploma in Medical field and Two (02) years relaxation in post qualification experience for candidates having Post Graduate Degree in Medical field will be given. iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years. iv. 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 Dec 2025</u>	<u>Discipline/ Posts/ Reservation</u>	<u>Minimum Qualification</u>	<u>Minimum Years of post-qualification experience as on 01 Dec 2025</u>
	# The vacancy is reserved for PwBD (OH) category. However, candidates belonging to PwBD (VH/LV) and PwBD (HH/PD) can also apply for this post. If suitable candidates belonging to PwBD (OH) category do not become available, only then the candidates belonging to PwBD (VH/LV) and PwBD (HH/PD) will be considered and if found suitable, will be selected.					
11	Junior Manager (E-0) (On Fixed Term Contractual Basis for 03 years extendable maximum upto another 02 years)	30000- 3%-120000	32 years	Security – 01 (UR)	Full time Diploma in Engineering in any discipline or equivalent with Full time Diploma in Security Management (having minimum 01 year duration) or equivalent OR Full time Graduate in any discipline with Full time Diploma in Security Management (having minimum 01 year duration) or equivalent (For Defence Services/ Paramilitary forces/ State police forces personnel with minimum 15 years' service, the requirement of Diploma in Security Management qualification is exempted)	i. 8 years post qualification experience either singularly or collectively in- Handling responsibility involving safety & security of ships/ defence establishment OR Security of personnel, material, property, documents etc. in a Govt. organization/ Industry.
12	Junior Manager (E-0) (On Fixed Term Contractual Basis for 03 years extendable maximum upto another 02 years)	30000- 3%-120000	32 years	Technical (Electrical & Electronics Systems) – 02 (UR-1, OBC-1)	Full time Diploma in Engineering or equivalent in the discipline of Electrical / Electronics/ Mechanical/ Marine/ Naval Architecture/ Civil Engineering OR Full time B.Sc. (Shipbuilding & Repair) [For detailed qualification grouping, please refer Note – 1 A (ii)]	8 years post qualification experience either singularly or collectively in Ship building/ Ship Design/ Ship Repair activity – Operating/ Maintaining/ Overseeing/ Testing/ Tuning & Trials of Weapon & Electrical Equipment/ Systems/ Radio/ RADAR Systems

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

NOTE:

For posts on Fixed Term Contractual basis: Employees engaged on Fixed Term Contract cannot claim permanency and will not be considered for promotion. However, in later part of recruitment, if it is seen that requirement will be for a longer period, they may be absorbed in the equivalent induction grade in the permanent roll based on the proven track record of their performance, Organizational requirement, availability of vacancies etc. as per the rules of the Company.

For Assistant Manager (Medical) post: Selected candidate has to produce Permanent Registration certificate issued by State Medical Council/ National Medical Commission (NMC) at the time of joining which will be tentatively scheduled in the month of May/June 2026.

1. A. EDUCATIONAL QUALIFICATION

i. **Candidates who have completed the course and acquired the essential minimum qualification as on cut-off date (01 Dec 2025) 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. For the posts in Deputy Manager to Senior Manager grades in Technical / Medical disciplines, candidates having higher qualification in engineering / medical discipline, the period of experience overlapping with the study of Master degree/ PG Degree/ PG Diploma course shall not be considered for reckoning the post qualification experience.
- ix. Wherever grades e.g. CGPA/OGPA/DGPA (as applicable) are awarded, the following method will be adopted for conversion to equivalent percentage of marks:
- a) The conversion of CGPA to percentage of marks would be based on the procedure certified by the University / Institution from where they have obtained the qualifying degree. Documents viz. Mark sheet / Final / Provisional Degree / Letter issued by competent authority of the respective University/Institution will be considered for ascertaining the CGPA to Percentage conversion criteria.
- b) In case the University/Institution does not have any criteria for converting CGPA into equivalent percentage of marks, it has to be categorically mentioned in the Mark sheet / Final / Provisional Degree / Letter issued by competent authority of the respective University/Institution. In such cases, the equivalence would be established by dividing the candidate's CGPA by the maximum possible CGPA and multiplying the result with 100.
- x. Diplomas acquired for all posts wherever applicable have to be awarded by University/ Board/ Council/ Institution recognized by Government of India/State Government. 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.
- xi. Required experience should be post qualification experience i.e. experience acquired after obtaining the essential minimum educational qualification.
- xii. Full time Degree/ Diploma qualification will only be considered. However, for internal candidates of GRSE who are applying for Junior Manager / Assistant Manager posts only, Distance learning/part-time courses can be considered.
- xiii. For Defence Service Personnel applying for Junior Manager posts, the following will be considered:
- Diploma acquired before joining Defence force should be from Government recognized Board of technical education/council
 - Joined Defence forces without technical/professional qualification but underwent prescribed training and awarded Diploma issued from Training Institute/School of Armed Forces will be considered as equivalent qualification.
 - Certificate issued stating that possessing qualification equivalent to Degree or Diploma on completion of specified years of service will not be considered at par with Graduate or Diploma awarded by University/Institution recognized by Government of India/State Government.

2. MAXIMUM AGE LIMIT

- i. Maximum age limit for applicants is mentioned against each post. Cut-off date is **01 December 2025**. 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. Candidates working in GRSE as APE/PE/SPE/PC will get additional 5 years age relaxation for applying against posts up to Manager level 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 posts/ grades except Assistant Managers (E-1 grade).**

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/grse2025>

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 **16 January 2026**. The envelope containing the application and supporting documents should be super-scribed with **“GRSE Employment Notification No. 2025/08(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/grse2025>.
- 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**

(A) The selection for all posts (except Assistant Managers) will be through interview only.

(B) Selection Process for Assistant Manager

- i. Written Test will be scheduled **tentatively** in the month of February / March 2026 at **Kolkata, Ranchi, Delhi, Mumbai, Chennai and Guwahati**.
- ii. Candidates have to choose Test Centre city while filling the online application. Choice of centre once exercised by the candidate will be final and no request for change from the candidate will be entertained.
- iii. However, GRSE reserves the right to add/cancel any of the Test Centre city, at its discretion, depending upon the response of applications, administrative feasibility etc. GRSE also reserves the right to allot the candidate to any test centre/ city other than the one he/she has opted in the online application.
- iv. No TA will be paid to the candidates for appearing in the written test. Candidates have to appear for the written test at his/ her own risk and expenses and GRSE will not be responsible for any loss or injury etc. of any nature.

v. Pattern of Written Test will be as follows:

<u>Type of Question</u>	<u>No. of Questions</u>	<u>Marks</u>	<u>Remarks</u>
Part-I: Discipline Knowledge Questions	60	60	• Duration of Written test – 90 minutes • Question paper language - Bi-lingual (English and Hindi). • Question paper type - Objective type with Multiple Choices Questions.
Part-II: General Management Aptitude Test (Mental Ability, Reasoning, English, Data Analysis, Numerical Ability etc.)	25	25	
TOTAL	85	85	

vi. In case any ambiguity / dispute arises on account of interpretation in versions other than English, the English version will prevail.

vii. Based on the performance in Written Test, candidates will be shortlisted / called to appear for Interview which will be of 15 marks. Candidates appearing for interview have to produce final mark-sheet/certificate before interview.

viii. Candidates have to secure minimum 50% marks in each part in the written test. This may be relaxed to 45% for SC/ST/OBC/PwBD candidates. For PwBD candidates, further relaxation of 5% may be granted if required as per GRSE Recruitment Rules. The qualifying marks in interview will be 60% (55% for SC/ST/OBC/PwBD along with further relaxation for PwBD up to 5%). The candidates are required to qualify in both written test and interview separately for consideration in final select list.

ix. The final select list will be prepared in order of merit based on the total marks obtained (out of 100 marks) in written test and interview.

x. For AM (Safety) post, in addition to the selection process mentioned above, proficiency of working knowledge of Bengali of the shortlisted candidates will be evaluated.

xi. Candidates may be subjected to psychometric tests as part of the recruitment process.

(C) SERVICE AGREEMENT BOND FOR ASSISTANT MANAGERS

i. Candidates joining GRSE in Assistant Manager (Grade-E1) will have to execute a Service Agreement Bond to serve the company for 3 years.

ii. An amount towards security deposit of 5% of their Basic pay & DA (as applicable at the time of joining) for 3 years will be deducted from the monthly pay and will be refunded on the completion of 3 years of service including probation period with normal saving bank interest (SBI rates).

iii. Bond value will be the deductible amount for 3 years. This deposit will be forfeited if the joiner leaves the company before completion of 3 years and will be liable to pay the balance bond amount.

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
CGM	E-8	120000-3%-280000	118500-3%-214100	100000-3%-260000
PS (CGM)(FT)	E-8	120000-3%-280000	118500-3%-214100	100000-3%-260000
GM	E-7	100000-3%-260000	118500-3%-214100	90000-3%-240000
AGM	E-6	90000-3%-240000	118500-3%-214100	80000-3%-220000
DGM	E-5	80000-3%-220000	78800-3%-209200	70000-3%-200000
DGM (FT)	E-5	80000-3%-220000	78800-3%-209200	70000-3%-200000
SM	E-4	70000-3%-200000	67700-3%-208700	60000-3%-180000
SM (FT)	E-4	70000-3%-200000	67700-3%-208700	60000-3%-180000
MGR	E-3	60000-3%-180000	67700-3%-208700	50000-3%-160000
MGR (FT)	E-3	60000-3%-180000	67700-3%-208700	50000-3%-160000
DM	E-2	50000-3%-160000	56100-3%-177500	40000-3%-140000
DM (FT)	E-2	50000-3%-160000	56100-3%-177500	40000-3%-140000

iii. 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.

Permanent

Post advertised for the Grade	Approximate CTC of immediate lower grade (Rs.)
ED (E-9)	39.6 Lakhs CGM (E-8)
CGM (E-8)	33.0 Lakhs GM (E-7)
GM (E-7)	29.7 Lakhs AGM (E-6)
AGM (E-6)	26.4 Lakhs DGM (E-5)
DGM (E-5)	23.1 Lakhs SM (E-4)
SM (E-4)	19.8 Lakhs MGR (E-3)
MGR (E-3)	16.5 Lakhs DM (E-2)
DM (E-2)	13.2 Lakhs AM (E-1)

Fixed Term

Post advertised for the Grade	Approximate CTC of immediate lower grade (Rs.)
PS (CGM) (E-8) (Fixed Term)	30.6 Lakhs PS (GM) (E-7) (Fixed Term)
DGM (E-5) (Fixed Term)	21.4 Lakhs SM (E-4) (Fixed Term)
SM (E-4) (Fixed Term)	18.4 Lakhs MGR (E-3) (Fixed Term)
MGR (E-3) (Fixed Term)	15.3 Lakhs DM (E-2) (Fixed Term)
DM (E-2) (Fixed Term)	12.2 Lakhs AM (E-1) (Fixed Term)

(C) **Applicable for Private Practitioners [applying for the post of Senior Manager (Company Secretary), Manager (Finance), Deputy Manager (Finance), Deputy Manager (Medical), Deputy Manager (Legal) on Permanent basis and Manager (Medical) and Deputy Manager (Medical) on Fixed Term basis**

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

7. APPLICATION FEES

- i. **Application fees is Rs. 590/- which can be remitted through online mode (Payment Gateway).** Applicants belonging to SC/ST/PwBD/Internal Candidates are exempted from payment of Application Fee.
- ii. The application fee is non-refundable and hence candidates are advised to ensure their eligibility for the post before applying.

- iii. Please refer “**Guidelines to Apply Online**” in the portal <https://jobapply.in/grse2025> 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:**

<u>Permanent</u>	Post advertised for the Grade	Approximate CTC (Rs.) *
	ED (E-9)	49.5 Lakhs
	CGM (E-8)	39.6 Lakhs
	GM (E-7)	33.0 Lakhs
	AGM (E-6)	29.7 Lakhs
	DGM (E-5)	26.4 Lakhs
	SM (E-4)	23.1 Lakhs
	MGR (E-3)	19.8 Lakhs
	DM (E-2)	16.5 Lakhs
	DM (Medical) (E-2)	17.7 Lakhs (including NPA @20% of Basic Pay)
	AM (E-1)	13.2 Lakhs
	AM (Medical) (E-1)	14.2 Lakhs (including NPA @20% of Basic Pay)
	JM (E-0)	9.9 Lakhs
<u>Fixed Term Contract</u>	Post advertised for the Grade	Approximate CTC (Rs.) *
	PS (CGM) (E-8) (Fixed Term)	36.7 Lakhs
	DGM (E-5) (Fixed Term)	24.5 Lakhs
	SM (E-4) (Fixed Term)	21.4 Lakhs
	MGR (E-3) (Fixed Term)	18.4 Lakhs
	MGR (Medical) (E-3) (Fixed Term)	19.8 Lakhs (including NPA @20% of Basic Pay)
	DM (E-2) (Fixed Term)	15.3 Lakhs
	DM (Medical) (E-2) (Fixed Term)	16.5 Lakhs (including NPA @20% of Basic Pay)
	JM (E-0) (Fixed Term)	9.2 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. 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), PS/CGM (E-8), GM (E-7)	Both ways air-fare by economy class at actual on production of Receipt/Ticket and Boarding Pass for incoming journey
DGM (E-5), SM (E-4), MGR (E-3), DM (E-2)	Both ways AC Two Tier Railway fare or at actual (whichever is less) by the shortest route (from place of residence/place of work to Kolkata) on production of tickets / receipts for incoming journey
AM (E-1), JM (E-0)	Both ways AC Three Tier Railway fare or at actual (whichever is less) by the shortest route (from place of residence/place of work to Kolkata) on production of tickets / receipts for incoming journey

- x. 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.
- xi. **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.**
- xii. Management reserves the right to call for any additional documentary evidence in support of education, experience, CTC/Pay-scale/Income etc. of the applicants.
- 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	19 Dec 2025 (14:00 hrs.)
ii.	Closing Date for Online Registration <i>(In case the payment is made within 09 Jan 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 11 Jan 2026)</i>	09 Jan 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.	16 Jan 2026
iv.	Date of Written test for Assistant Managers	Tentatively in the month of February/ March 2026
v.	Date of Interview	Will be announced later

*** **