

RECRUITMENT OF ONE (01) CHIEF MANAGER (LEGAL)
(Advt. No. HR 05/2026)

ONLINE REGISTRATION & PAYMENT OF FEE - 22/09/2026 to 13/10/2026

The Shipping Corporation of India Ltd. (SCI), a Navratna PSU, is the largest Indian Shipping Company. SCI, India's premier shipping company has a significant presence on the global maritime map. SCI occupies the Numero Uno position with its large and diversified fleet, operating in nearly all segments of shipping viz. Container services, liquid and dry bulk services, offshore services, gas, passenger services and break-bulk services. The Company also mans and manages vessels on behalf of various Government bodies. SCI continues to grow through strategic alliances and new business opportunities.

SCI invites applications from eligible Indian nationals for the below mentioned position. The eligibility criteria and details of the post are as follows:

A. VACANCY DETAILS

S.No.	Specialization	Post/ Grade	Vacancy
1	Law	Chief Manager (CM) - E6	1 (UR)

B. EDUCATIONAL QUALIFICATION, MINIMUM YEARS OF EXPERIENCE, CORE EXPERIENCE, MINIMUM PAY SCALE

Essential Qualification: Full-time Bachelor's Degree in Law or Post Graduate Degree in Law from a college approved by the Bar Council of India, with a minimum of 60% marks.

Desirable Qualification: Company Secretary (CS) qualification.

Minimum Years of Experience: The candidate should have at least thirteen (13) years of post-qualification experience in a Corporate Legal Department.

Core Experience: Hands-on experience in drafting and vetting commercial contracts/deeds, handling civil/criminal litigation, arbitration proceedings (including AMRCD), labor/service matters, RTI compliance, corporate governance, and merchant shipping conventions.

Minimum Pay scale:

For candidates from Public Sector (PSUs / PSBs /Central or State Government): Must have completed a minimum of two (02) years of service in the immediate previous grade of E5 (IDA scale: ₹80,000 - ₹2,20,000 or OR pre-revised CDA/IDA equivalents).

For Candidates from Private Sector: Must be currently drawing a salary of minimum Gross CTC of Rs.19 Lakhs per annum. The candidate must be employed in an organization with an average annual turnover of Rs. 75 crores or more over the last three financial years ending 2025-2026. Private sector applicants must submit audited balance sheets to substantiate company turnover.

C. Job Profile: The job profile will include a wide range of legal activities, including but not limited to:

(1) Litigation: Civil and criminal litigation, Service Matters, and RTI matters.

(2) Arbitration & Disputes: General Arbitration, Arbitration under the Administrative Mechanism of Resolution of Commercial Disputes (AMRCD).

(3) Drafting & Vetting: Reviewing and interpreting Pleadings, Agreements, Bonds, Undertakings, Affidavits, Deeds, Claims, Notices, and Contracts in commercial and labour matters.

(4) Corporate Governance: Managing Corporate and Industrial Laws, Corporate Governance, Secretarial Services, and Commercial Documentation.

(5) Representation: Appearing before Conciliation Officers, Labor Courts, and Tribunals on behalf of the corporation.

(6) Exposure to Merchant Shipping matters and International Shipping Conventions.

(7) Giving/procuring legal opinion on all commercial and litigation matters and general issues.

D. Date of Reckoning for Eligibility Criteria

The cut-off date for reckoning eligibility criteria for age, minimum experience and minimum experience in immediate previous pay scale OR CTC (Private Sector) OR relevant experience shall be 01st August, 2026 and will remain unchanged irrespective of any reason whatsoever.

E. Age

Upper age limit is **45 years** as on 01st August, 2026. Candidates should not be born earlier than 01st August, 1981. Age relaxation for PwBD and Ex-servicemen (ExSM) will be as per Government of India guidelines. Maximum age of applicant after claiming all relaxations as on 01st August, 2026 shall not exceed 50 years.

F. Pay scale and Compensation

Post	Grade	Pay Scale IDA pay revision (Revised pay scales w.e.f. 01.01.2017)
Chief Manager	E6	Rs. 90,000 - 2,40,000

In addition to the Basic pay and DA in Industrial DA pattern the other benefits shall include Perks (35% of basic pay), Performance related pay based on the Company's as well as individual performance, Company accommodation or HRA, Medical facility for self and family dependents, Post-Retirement Medical Scheme, Leave Encashment, Superannuation Pension, Contributory Provident Fund, Gratuity, increment etc. as per the Company's Rule. Pay protection for candidates working in Government Departments/ Public Sector Organizations will be considered as per the DPE guidelines.

G. Verification

The candidature of the shortlisted applicant would be provisional and subject to subsequent verification of character and antecedents, Caste certificate and eligibility conditions.

H. Probation cum Training period

There will be a probation cum training period of one year. On successful completion of probation cum training the candidate will be confirmed in the services of the organization subject to completion of the verification process.

I. Termination

During the probation period, appointment/ employment may be terminated by either side by giving one calendar month notice or payment of notice pay in lieu thereof. After confirmation, appointment/employment may be terminated by either side by giving three calendar months' notice or payment of notice pay in lieu thereof.

J. Superannuation

Age of superannuation will be 60 years.

K. Posting

The selected candidates will be posted in Mumbai or may be transferred / deputed / assigned to work in / for any of SCI's Divisions / Branch Offices / Departments, JVs, Subsidiaries, other entities under service agreements etc.

L. Accommodation: Selected candidates will have to make their own arrangements for accommodation. Company accommodation may be provided based on availability.

M. Relaxations & Concessions

(1) Government of India Directives on reservation and relaxation as applicable for PwBD/ Ex-servicemen candidates will be followed.

(2) Reserved category candidates can apply against unreserved post; provided they meet all the norms prescribed for unreserved candidates. They will not be considered for any relaxation in age, qualification, experience and relaxation in qualifying marks in Interview or at any stage in the entire recruitment process. However, SC/ST/PwBD/ExSM candidates will be exempted from payment of application fees and only intimation fees shall have to be paid in such cases.

(3) In the case of Persons with Disabilities, the degree of disability should be a minimum of 40%. The candidate should possess valid Certificate of disability to this effect in the prescribed format obtained from a notified authority by Government of India / State Government.

(4) Candidates must produce an attested copy of disability certificate issued by Competent Authority in the prescribed format as prescribed by Government of India (Central Government format only) for purpose of reservation in appointment to the posts under Govt. Of India/ Central Government/ Public sector Undertakings in English.

(5) Candidates belonging to Ex-serviceman category shall submit the documents issued in this regard by the Competent Authority.

N. APPLICATION FEES

A non-refundable registration fee of Rs. 1,000/- (Rupees one thousand only) for General, OBC and EWS candidates and intimation charges of Rs. 500/- (five hundred only) for SC/ST/PwBD/ExSM is to be paid. This application fee is non-refundable. The process of Registration will be considered complete only when the fee is paid through online mode on or before the last date for payment of fee.

O. SELECTION PROCESS

Candidates will be shortlisted based on the eligibility criteria for Educational Qualification, Age and Experience. In case of receipt of large number of applications, the Company reserves the right to shortlist the number of candidates for Interview out of eligible candidates. The shortlisting will be based on higher eligibility parameters i.e. higher qualification, length of experience. Candidates will be shortlisted in the ratio of 1:10 based on higher qualification, length of experience and certifications pertaining to the same.

The shortlisted Candidates will be called for document verification and in-person Interview as per the schedule at SCI Head Office, Mumbai. The documents (in original) will be verified prior to the candidates being allowed to participate in the interview.

Date & Time of the Interview: Will be notified on SCI's website.

The Company reserves the right to increase/decrease the number of vacancies as per the need of the Corporation or cancel the advertisement itself without any notification.

P. HOW TO APPLY

Candidates are requested to read the complete instructions hereunder before proceeding to fill in the application form.

(1) Candidates are required to apply online through SCI's website: www.shipindia.com >Careers> Shore> "Recruitment of one (01) Chief Manager - Legal (Advt. No. 05/2026)".

(2) The candidates have to also send a signed physical copy of the online application along with all the documents to reach latest by 13/10/2026 at the following address:

Deputy General Manager (SP-I)
The Shipping Corporation of India Ltd.
18th Floor, Shipping House, 245,
Madame Cama Road, Nariman Point
Mumbai - 400021.

(3) Both online and signed physical copy of the online application are mandatory.

(4) Candidates are advised to apply after carefully going through the detailed advertisement and instructions placed on the Company's website. All fields must be filled carefully with correct details. Hence, candidates applying for the post advertised should ensure that they fulfil all the eligibility criteria. Candidates should note down their unique registration number that is generated after applying, and quote the same in all future correspondence.

(5) In the online form all the fields marked with red asterisk (*) are compulsory fields. If the form is successfully submitted, a confirmation email will also be received by the candidate.

(6) Educational Qualifications from Institutions/colleges and Universities/Deemed Universities should be duly recognized by AICTE/UGC. Wherever CGPA/OGPA or Letter Grade in a degree is awarded, equivalent percentage marks should be indicated in the online application (as per norms adopted by the University/Institute). No rounding off of percentage would be allowed.

(7) Candidates are required to upload the scanned copies of following documents while filling the application form, as per the instructions contained therein.

(i) Educational qualification mark sheet.

(ii) CGPA/OGPA or Letter Grade conversion to percentage Letter from University/Institute, if applicable.

(iii) Experience Certificates.

(iv) Ex-serviceman documents, if applicable.

(v) Disability Certificate, if applicable.

(vi) Date of Birth proof (Birth Certificate /School Leaving Certificate).

(vii) Identity Proof (AADHAAR/PAN/Passport/Election Photo Identity Card/Driving Licence).

(viii) Employer's Certificate or appointment letter along with all promotion/increment letters indicating CTC for the requisite period.

(ix) Present Employment Proof: Offer of appointment, pay slips of May, June & July 2026.

(x) The candidates from private sector are required to furnish details of Annual Audited Report for the last three financial years i.e. 2023-24, 2024-25 and 2025-26.

(xi) Awards and Recognition/Accreditations/Certifications.

(xii) Documents in vernacular language to be submitted with English translation duly attested by a gazetted officer.

Q. GENERAL INFORMATION

(1) Indian Nationals only need to apply.

(2) All queries pertaining to recruitment including selection process may be addressed to our Recruitment Team only through an e-mail at support@onlineapply.ind.in.

(3) Candidates called for interview shall be reimbursed 2nd AC train fare to and fro for any mode of travel from their correspondence address/place of work in India to Mumbai, on production of actual tickets by the shortest route. (PwBD category candidates will be reimbursed travel cost as above, for one attendant wherever applicable, as per Govt. guidelines). Local Travel cost, if any, shall be borne by the candidates. No accommodation will be provided for the interview.

(4) After selection, the waitlist panel will be valid for a period of one year from the date of finalization and shall be applicable in case of selected candidates not joining for any reason or selected candidates separating from the organization. In other words waitlist panel will be used only for vacancies caused in the said recruitment.

(5) Candidates are advised in their own interest not to furnish any particulars that are false, tampered, fabricated or suppress any information while filing up the application form or during the verification process. In any such case, the candidature/appointment made shall be treated as null/void at any stage in the selection process.

(6) Candidates are advised to regularly check their e-mail and the Corporation's website for information.

(7) Internal candidates can apply subject to fulfilling all eligibility criteria.

(8) The appointment of selected candidate will be subject to their being declared medically fit by the approved Hospital and by Medical officer of the Corporation. The medical examination will be conducted at Mumbai.

(9) The appointment of selected candidates will also be subject to verification of their character and antecedents, caste certificate and eligibility conditions.

(10) The selection of candidates for further process shall be at the discretion of the Corporation and the decision in this matter will be final and binding.

(11) SCI will not bear any liability on account of salary/leave salary/gratuity/pension contributions etc. if any of previous employment of any candidate already working in Government/Public Sector Undertakings.

(12) The decision of SCI Management regarding eligibility criteria, acceptance or rejection of applications to the post etc. shall be final and binding on all candidates. Mere fulfilment of the minimum qualification, experience and job requirement will not vest any right on candidates for being called for document verification/Interview.

(13) Candidates presently employed in PSUs/Central/State Govt./PSBs will be required to produce NOC at the time of Interview.

Furnishing of wrong/false information will lead to disqualification and SCI will not be responsible for any of the consequences of furnishing such wrong/false information. The candidates must satisfy themselves of the suitability for the position to which they are applying. If at any stage during the recruitment and selection process or after joining the Corporation, it is found that the candidates have furnished false or wrong information; their candidature/appointment will be cancelled. Canvassing in any form during any stage of recruitment process will lead to cancellation of candidature. Court of jurisdiction for any dispute will be at Mumbai.
