



UDUPI COCHIN SHIPYARD LIMITED
MALPE, KARNATAKA
A Government of India Enterprise
Wholly Owned subsidiary of Cochin Shipyard Limited
(Ministry of Ports, Shipping and Waterways, Government of India)

Vacancy Notification Ref No. UCSL/IMS/HR/VN/F/11-AM/KCN/66
dated 02 April 2026.

Udupi Cochin Shipyard Limited (UCSL), Malpe in Karnataka State, a wholly owned subsidiary company of Cochin Shipyard Limited (CSL) invites **online applications** from Indian citizens for filling up of the following posts of **Assistant Managers on contract basis for Udupi Cochin Shipyard Limited (UCSL), Kochi: -**

I. Name of Post, Educational Qualification and Experience:

TABLE 1

Sl No	Name of Post	Educational Qualification	Experience
1	Assistant Manager (Electrical)	Degree in Electrical Engineering with minimum of 60% marks from a recognized University.	<u>Essential:</u> Minimum of Three years post qualification experience in • Ship Building or • Ship Repair or • Marine related or • Port or • Engineering Companies or • Government Companies / Establishments or • Semi Government Companies /Establishments. <u>Desirable:</u> • Experience shall be in the areas of Electrical or Electrical Design or Quality Control or Outfitting or Utility and Maintenance. • Experience of working in an ERP or SAP or computerized environment. • Experience in QMS/ ISO/ IMS documentation.

Sl No	Name of Post	Educational Qualification	Experience
2	Assistant Manager (Mechanical)	Degree in Mechanical Engineering with minimum of 60% marks from a recognized University.	<u>Essential:</u> Minimum of Three years post qualification experience in • Ship Building or • Ship Repair or • Marine related or • Port or • Engineering Companies or • Government Companies / Establishments or • Semi Government Companies /Establishments. <u>Desirable:</u> • Experience shall be in the areas of Quality control or Machinery or Hull Fabrication or Hull Erection or Piping or Installation & Commissioning or Outfitting or Accommodation outfitting. • Experience of working in an ERP or SAP or computerized environment. • Experience in QMS/ ISO/ IMS documentation.
3	Assistant Manager (Materials)	Degree in Mechanical Engineering with minimum of 60% marks from a recognized University.	<u>Essential:</u> Minimum of Three years post qualification experience in • Ship Building or • Ship Repair or • Marine related or • Port or • Engineering Companies or • Government Companies / Establishments or • Semi Government Companies /Establishments. <u>Desirable:</u> • Experience shall be in the areas of Material, Procurement, Stores, Supply chain management in a ship building or ship repair yard or a

Sl No	Name of Post	Educational Qualification	Experience
			registered EPC company, Petrochemical industry. • Experience of working in an ERP or SAP or computerized environment. • Experience in QMS/ ISO/ IMS documentation.
4	Assistant Manager (HR)	Two-year Master's Degree or equivalent Degree or equivalent Diploma or Post Graduate Degree in any of the following areas, with minimum of 60% marks from a recognized University: • Business Administration with specialization in HR Or • Social Work with specialization in Personnel Management/ Labour Welfare/industrial Relations Or • Personnel Management. Or • Personnel Management & industrial Relations. Or • Human Resource Management	a) Minimum of 3 years post qualification experience in Human Resource in a Public Sector Undertaking or Engineering Company or Government / Semi-Government Company / Establishment b) Should be well experienced and conversant with administrative functions, modern HR applications and practices. c) Working knowledge / Experience in labour laws.

II. Important Dates:

Commencement of Online Application : 02 April 2026

Last Date of Online Application : 22 April 2026

III. Name of posts, No. of Vacancies and Reservation:

TABLE 2

Sl No	Name of Post	UR	OBC	SC	ST	EWS	Total
1	Assistant Manager (Electrical)	1	1	1	-	-	3
2	Assistant Manager (Mechanical)	5	1	1	1	1	9
3	Assistant Manager (Materials)	1	1	-	-	-	2
4	Assistant Manager (HR)	-	1	-	-	-	1
	Total	7	4	2	1	1	15

- a) UCSL 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) PwBD candidates belonging to the following category of disabilities can also apply for the below mentioned post.

TABLE 3

Name of Posts	Category	Identified Bench Mark disability
Assistant Manager (HR)	Category (a)	Low Vision.
	Category (b)	Deaf and Hard of Hearing.
	Category (c)	One Arm, One Leg, Both Leg, Leprosy Cured without functional impairment, Dwarfism, Acid Attack Victims without other functional disability

- c) Udupi CSL is engaged in hazardous operations. Deployment of PwBD other than those shown as "Identified Benchmark disabilities" above, are likely to put them at serious risk, hence have not been included.
- d) PwBD candidates with disabilities as mentioned above should be capable of performing the tasks assigned to them by Udupi CSL.

IV. Period of Contract & Place of Posting:

- a) The above posts are temporary in nature and **for a maximum period of five years** subject to project requirements and individual performance.
- b) The posting shall be at UCSL- Kochi/ Malpe/ project sites as desired by UCSL. The appointment to the post carries with it the obligation to serve in any department of UCSL or on-board ships or in any of the units / work sites/ projects undertaken in any part of India or abroad as the case may be.

V. Remuneration:

- a) The remuneration details for the post are as under:

TABLE 4

Contract Period	Consolidated pay per month
1 st year	₹ 49500/-
2 nd year	₹ 50700/-
3 rd year	₹ 51940/-
4 th year	₹ 53220/-
5 th year	₹ 54540/-

VI. Age:

- a) **The upper age limit prescribed for the posts shall not exceed 30 years as on 22 April 2026 i.e. applicants should be born on or after 23 April 1996.**
- b) **The upper age limit is relaxable by 3 years for OBC (Non-Creamy Layer) candidates and 5 years for Scheduled Caste (SC) Scheduled Tribe (ST) candidates, in post reserved for them.**
- c) **Age relaxation for Persons with Benchmark Disabilities (PwBD) and Ex servicemen shall be as per Government of India guidelines. However, in no case, the age limit after applying all age relaxations shall exceed 45 years.**

VII. Method of Selection:

- a) The method of selection shall be through **Objective Type Test, Personal Interview and Power Point presentation**. The marks shall be assigned to the following parameters for the final selection:
 - Objective Type Test - 50 marks
 - Personal Interview – 20 marks
 - Power point presentation for assessing work experience - 30 marks
 - Total – 100 marks**
- b) The objective type test shall be held at UCSL Malpe or wherever decided by UCSL.
- c) The Objective Type Test shall be of 60 Minutes duration comprising of 50 Multiple Choice Questions in the areas of General knowledge (10 marks) and Subject Based (40 marks). Each question carries one mark and there will be no negative marks.
- d) Mark lists for the post shall be prepared on the basis of marks secured by candidates in the Objective type test.
- e) The minimum pass marks for Objective type test shall be as below: -
 - For unreserved post - 50 % of Total Marks of objective type test,
 - For SC/ST Candidates- 40% of, Total Marks of each test only for vacancies reserved for SC/ST.
 - For PwBD candidates - 40% of Total Marks of objective type test
 - For OBC Candidates – 45% of Total Marks of each test only for vacancies reserved for OBC.
- f) Candidates who score minimum prescribed pass marks and above in the Objective test shall be short listed for Power Point Presentation and Personal Interview subject to verification of eligibility requirements (age, educational qualification, reservation and experience etc.) for which the candidate should produce the original certificates in proof of age, educational qualification and certificates for reservation category (SC/ST/OBC/ PwBD). 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 short listing to attend Power Point Presentation and Personal Interview.

- g) **Only those candidates who successfully complete the certificate verification shall be shortlisted to attend the Power Point Presentation and Personal Interview.**
- h) The Power Point Presentation and Personal Interview shall be held at Udupi Cochin Shipyard Limited (UCSL), Malpe/Kochi or through electronic media or any other location as decided by UCSL.
- i) Rank list for the post shall be prepared based on the aggregate marks secured by the candidates in the Objective type test, Experience and Personal Interview. In case, same marks secured by more than one candidate, marks scored in the Subject part of the Objective Type Test shall be the basis of determining the order of rank list. In case of a tie thereafter, relative merit shall be decided based on seniority in age.
- j) Depending upon the number of online applications received, UCSL reserves the right to scrutinise applications 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, ST, OBC (Non-Creamy Layer), should produce *a valid recent community certificate* in the prescribed format issued by the Revenue Authority not below the rank of the Tahsildar, failing which their candidature shall not be considered against the reserved post, and for other concessions or relaxations applicable to the category.
- iii) In the case of Persons with Benchmark Disabilities, the degree of disability should be a minimum of 40%. The applicant should submit a *valid Certificate of disability* to this effect in the prescribed format issued by Competent Authority as per the Rights of Persons with Disabilities Rules, 2017.

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.
- iii) The applicants are required to fill in the exact percentage of marks scored by them in the qualifying examination in the online application submitted for the post. Some Universities/Institutes/ Examination Boards do not award Class or Percentage of marks and allot Aggregate Grade Points (e.g. CGPA/OGPA/CPI etc). In case University/Institute/Examination Board defines criteria for conversion of

Aggregate Grade Point into Class and/or percentage of marks, the same shall be accepted. However, where the University/Institute/ Examination does not define criteria for conversion of Aggregate Grade Point into Class and/or percentage of marks, the Aggregate Grade Points may be multiplied by 10 to get the required percentage of marks.

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 22 April 2026.**
- ii) All types of training with remuneration including Apprenticeship Training in the relevant discipline under the Apprentices Act, shall be treated as experience.
- iii) **Experience Certificates obtained from companies registered under the Companies Act 1956 or Foreign Companies of equivalent status shall only be considered for short listing to attend the selection process.**
- iv) 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.**
- v) **Work experience obtained from contractors (Proprietary Firms and Partnership Firms) engaged by registered companies may be considered based on the endorsement of the Principal Employer on the certificates issued by the contractor. Such applicants are required to submit their experience certificates along with further proof such as ESI/EPF statements. Certificates of training issued by the contractors without the endorsement of the Principal Employer shall not be considered.**
- vi) 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. They should produce experience certificate from the authorities concerned, failing, which their candidature shall not be considered.

- vii) 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 submitted during certificate verification.

d) Application fee:

- i) **Application fee of ₹ 400/- (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 02 April 2026 to 22 April 2026. No other mode of payment shall be accepted.**
- ii) **Applicants belonging to Scheduled Caste (SC)/ Scheduled Tribe (ST)/ Persons with Benchmark Disability (PwBD) 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/PwBD, should pay the application fee as stipulated in the above clause. **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 (Career page→ UCSL, Malpe) or www.udupicsl.com (Career page) before filling the online application. The application consists of two phases – One time Registration and submission of application against the post 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 (Career page→ UCSL, Malpe) or www.udupicsl.com (Career page) from 02 April 2026 to 22 April 2026. 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. No refund of fees shall be considered after successful submission of application or withdrawal of application.

- (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 UCSL.
- (vii) **Applicants need not send the online application print out/ certificates/ application fee in the form of DD/Challan/Cheque by post to Udupi Cochin Shipyard Ltd.**
- (viii) The website shall remain functional for the purpose of submitting applications from **02 April 2026** and the last date for submission of applications through online is **22 April 2026**. **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 or UCSL 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 post before submitting 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 14 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) UCSL 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@udupicsl.com**. However, UCSL shall not be responsible for any delay/non-receipt of such e-mails within the stipulated date and 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 UCSL. 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 shortlisted 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 TA/DA shall be paid to the candidates for attending the selection process.**
- vi) The vacancies are purely on contract basis for a specific period and UCSL is not liable to offer appointment during or after the completion of contract period of the selected candidates.
- vii) **No correspondence regarding the rejection of application in case of ineligibility shall be entertained.**
- viii) **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 or UCSL website www.udupicsl.com **Schedule of the selection process shall be intimated to the short-listed applicants through Email/CSL website (Career page→UCSL, Malpe) or UCSL website (Career page).** Candidates are requested to frequently check the above websites for updates related to the selection.
- ix) Mere submission of application, Issue of call letter and attending 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 UCSL.

- x) The candidates short-listed for appointment should undergo a medical examination in the hospitals as prescribed by UCSL. The appointment of the candidate may be subject to certification of medical fitness.
- xi) UCSL shall not bear any liability on account of salary/leave salary/gratuity/pension contribution etc., if any of 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. 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 list shall be filled up from that rank list at the discretion of the UCSL.
- xiv) Notwithstanding the above or any other conditions, UCSL 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. UCSL 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 Udupi and such Courts/ Authorities shall have sole and exclusive jurisdiction.
- xviii) Any amendment, modification or addition to this advertisement shall be given in the CSL/UCSL websites only.
- xix) For any further clarification related to the advertisement and conduct of selection, please contact us via e-mail career@udupicsl.com Or land Line Number **0820-2538604**.

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

Sd/-
MANAGER (HR&IR)