



A Government of India Enterprise
Wholly Owned subsidiary of Cochin Shipyard Limited
Ministry of Ports, Shipping and Waterways, Government of India
Howrah, West Bengal

Vacancy Notification Ref. No. CEO/2024/2 dated 29 January 2025

I. Name of post, Educational Qualification, Experience and Job Requirements: -

Name of the post: Chief Executive Officer on fixed term basis

Educational Qualification	Experience
<p><u>Essential:</u> Bachelor's Degree in Naval Architecture / Marine Engineering / Mechanical Engineering or in a related field.</p> <p><u>Desirable:</u> <u>Professional Qualification like Master's degree in Business Administration (MBA) or any equivalent Degree/Diploma.</u></p>	<p><u>Essential:</u></p> <p>a) Minimum of 15-20 years of managerial experience in the Ship Building/Ship Repair Industry or dealing with Ships/Ship repair in Oil Industry/Off shore marine structures.</p> <p>b) The experience shall include senior leadership roles</p> <p>c) Experience of having held senior positions in reputed shipyards.</p> <p>d) Proven track record of managing complex shipbuilding projects or leading operations in a shipyard.</p> <p>e) Experience of working in an ERP/ SAP computerized environment.</p>

Desirable Experience:

Leadership and Management Skills

1. Strategic Vision:

- Ability to develop and implement long-term strategic plans to grow the company's market share and profitability.
- Strong understanding of global trends in shipbuilding, such as sustainability and technological innovations.

2. Operational Excellence:

- Expertise in production planning, quality control, and project management within a shipbuilding context.
- Experience in optimizing operations to ensure cost efficiency and on-time delivery of vessels.

3. Leadership and Team Development:

- Demonstrated ability to lead diverse teams, including engineers, technicians, and administrative staff.
- Strong commitment to fostering a culture of safety, innovation, and continuous improvement.

Technical Knowledge

4. Industry-Specific Expertise:

- Deep understanding of ship design, construction, and repair processes.
- Familiarity with classification societies, maritime regulations, and international shipping standards (e.g., SOLAS, IMO).

5. Technological Proficiency:

- Knowledge of modern shipbuilding technologies, such as CAD/CAM software, automation, and green ship technologies.

Business Acumen

6. Financial Management:

- Proficiency in budgeting, financial forecasting, and resource allocation.
- Experience in managing capital investments.

7. Business Development:

- Ability to identify and secure new business opportunities, including international contracts.
- Strong networking skills with stakeholders such as shipowners, suppliers, and regulatory bodies.

8. Risk Management:

- Expertise in identifying and mitigating risks in large-scale shipbuilding projects.

Personal Attributes

10. Decision-Making and Problem-Solving:

- Proven ability to make high-stakes decisions under pressure.
- Innovative problem-solving skills to address technical and business challenges.

11. Communication and Representation:

- Excellent interpersonal and communication skills for liaising with clients, investors, and government entities.
- Ability to represent the company effectively at industry conferences and public forums.



12. Global Perspective:

- Cross-cultural competence and experience in managing international teams and projects.
- Understanding of global shipping markets and geopolitical factors affecting the industry.

Job Requirements:

CEO shall control all strategic and business aspects of the company. The CEO will be the overall in-charge of the company and shall independently be responsible for all works and assignments connected with the overall operations of HCSL. High level job requirements shall include, but not be limited, to the following:

- Ability to develop and implement long-term strategic plans to grow the company's market share and profitability.
 - Strong understanding of global trends in shipbuilding, such as sustainability and technological innovations.
 - Expertise in production planning, quality control, and project management within a shipbuilding context.
 - Experience in optimizing operations to ensure cost efficiency and on-time delivery of vessels.
 - Demonstrated ability to lead diverse teams, including engineers, technicians, and administrative staff.
 - Strong commitment to fostering a culture of safety, innovation, and continuous improvement.
 - Deep understanding of ship design, construction, and repair processes.
 - Familiarity with classification societies, maritime regulations, and international shipping standards (e.g., SOLAS, IMO).
 - Knowledge of modern shipbuilding technologies, such as CAD/CAM software, automation, and green ship technologies.
 - Proficiency in budgeting, financial forecasting, and resource allocation.
 - Experience in managing capital investments.
 - Ability to identify and secure new business opportunities, including international contracts.
 - Strong networking skills with stakeholders such as shipowners, suppliers, and regulatory bodies.
 - Expertise in identifying and mitigating risks in large-scale shipbuilding projects.
 - Proven ability to make high-stakes decisions under pressure.
 - Innovative problem-solving skills to address technical and business challenges.
 - Excellent interpersonal and communication skills for liaising with clients, investors, and government entities.
 - Ability to represent the company effectively at industry conferences and public forums.
 - Cross-cultural competence and experience in managing international teams and projects.
- Understanding of global shipping markets and geopolitical factors affecting the industry.

II. Important Dates: -

Commencement of Online Application : 29 January 2025
Last Date of Online Application : 28 February 2025



III. No. of Vacancies and Reservation: -

TABLE 2

<u>Name of Post</u>	<u>UR</u>
Chief Executive Officer on Fixed Term basis	1

IV. Period of Contract and Place of Posting: -

- a) The above post is for a period of 5 years subject to project requirements and individual performance.
- b) The posting shall be at Hooghly Cochin Shipyard Limited (HCSL), Howrah, West Bengal.

V. Remuneration:

Monthly remuneration shall be commensurate with the experience of the selected Candidate and shall be the best in the industry for the right candidate.

VI. Age:

Age shall be 50 years and above and subject to maximum of 65 years as on **28 February 2025**.

VII. Method of Selection:

- a) The method of selection shall be through Personal Interview to be held at Cochin Shipyard Limited, Kochi.
- b) HCSL reserves the right to scrutinize applications for the post and prepare shortlist of candidates based on meeting eligibility requirements ascertained through the certificates submitted and only such shortlisted candidates shall be permitted to attend the selection process.

VIII. Conditions:

a) Qualification

The minimum qualification stipulated for the posts must be from a University/Institute/Examination Board recognized by AICTE/ appropriate statutory authority/State/Central Government.

b) Experience

- i) Experience acquired after the date of passing of the qualification stipulated as per the above shall only be considered. Period of post qualification experience shall be reckoned as on **28 February 2025**.
- ii) Candidates should produce all certificates in original 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.



- iii) Applicants who are presently working in any company (Private / Public Sector /Govt), in the absence of experience certificate, should submit copy of Appointment Order or Offer letter issued by the company, latest Pay Slip or copy of last Pay drawn as proof of experience. For past employment, experience certificate indicating the date of joining as well as relieving should be submitted. The candidates should submit all certificates to establish the experience claimed in their online application, failing which their candidature shall be cancelled and they shall not be considered for further selection.
- iv) Applicants 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.

c) How to apply

- i) **Applicants should go through the User Manual and FAQ published in the link www.cochinshipyard.in (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) from 29 January 2025 to 28 February 2025. Application submitted direct or by any other mode shall not be accepted.**
- iii) 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 selection 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.
- iv) 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.
- v) **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 application 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 HCSL
- vi) The website will remain functional for the purpose of submitting applications from 29 January 2025 and the last date for submission of application through



online is 28 February 2025. In order to avoid any issue with website/connectivity on the last date that may result in non-submission of application, applicants are advised to log in to CSL website and submit applications well in advance before the last date. **Those who apply on the last date of application may not get any troubleshooting assistance/technical support in SAP application portal by email/phone after 16:00 hrs. on the last date.**

d) 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 the applications.**
- ii) HCSL 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 online application, and information/replies to such queries should be only through the e-mail careers@hooghlycsl.com. However, HCSL 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.
- iii) **The candidature of the applicants short-listed for the Personal Interview shall be purely provisional, subject to verification of original certificates in proof of age, qualification, experience etc., at the time of joining. In case, the candidates are found not meeting the eligibility requirements or fail to produce certificates in original, the candidate shall not be considered for selection and candidature will be cancelled/rejected without further notice.**
- iv) **Call letters shall not be sent to short-listed candidates by post.** They shall be informed to download call letter by e-mail/SMS/through HCSL website www.cochinshipyard.com. **Schedule of the selection process shall be intimated to the shortlisted applicants through SMS/E-mail/CSL website (Careers page). Candidates are requested to frequently check the above website for updates related to the selection.**
- v) 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 HCSL.
- vi) The candidates short-listed for appointment should undergo a medical examination in the hospitals as prescribed by HCSL. The reports of such medical examination may be examined by Medical Officer of HCSL and the appointment of the candidate may be subject to certification of Medical fitness.
- vii) CSL / HCSL 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.



- viii) CSL/ HCSL reserves the right not to fill up the vacancy notified.
- ix) If at any stage it is found that any information furnished is false/ incorrect or the candidate does not satisfy the eligibility criteria, the candidature/appointment is liable to be cancelled/ rejected.
- x) All documents related to this selection shall be preserved for a period of two years from the date of publication of results.
- xi) Submission of application shall be considered as unconditional acceptance of all terms and conditions of this vacancy notification by the applicant.
- xii) Any legal proceedings in respect of any claim or dispute arising out of this advertisement and/or an application in response thereto and selection process thereafter can be instituted only in the Courts/Tribunals/Forums at Ernakulam and such Courts/ Authorities shall have sole and exclusive jurisdiction.
- xiii) Any amendment, modification or addition to this advertisement shall be given in the CSL website only.
- xiv) For any further clarifications related to the advertisement and conduct of selection, please contact us via e-mail careers@hooghlycsl.com/call us at 033-29558283, Ext.: 241. For any queries, please contact us via e-mail careers@hooghlycsl.com.

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

HOOGHLY COCHIN SHIPYARD LIMITED

Sd/-
GENERAL MANAGER (HR & TRAINING)
Cochin Shipyard Limited,
For Hooghly Cochin Shipyard Limited