



**FOR MDL WEBSITE**

## माझगांव डॉक लिमिटेड

(भारत सरकार का उपक्रम)

### MAZAGON DOCK LIMITED

(A Government of India Undertaking)

**Contact No. : 022-23764108/ 4174**

#### **Advertisement Ref. No.: MDL/HR-CR/REC/35/2015**

Mazagon Dock Limited (MDL) is India's leading Shipbuilding Company with ISO 9001:2008 accreditation. It is a profit-making Central Government Schedule 'A' PSU under the Ministry of Defence, Department of Defence Production, engaged primarily in the building of Warships and Submarines for the Indian Navy. MDL has a consistent growth, both in physical as well as financial parameters and has an ambitious growth plan. The present turnover is approximately ₹ 2800 Cr. which is projected to be higher in the coming years. MDL has employee strength of around 8700.

2. Applications are invited from **Indian Nationals** for the following:

Eligible & interested candidates are required to apply online.

(Online Application opens from **25.03.2015** and closes on **23.04.2015**):

No.	Post/ Vacancy	Grade	Vacancies	Post Qualification Experience (in years) as on 23.04.2015	Upper Age limit as on 23.04.2015
a.	General Manager (Technical)	E-8	02	20	52
b.	Chief Manager (Mechanical)	E-5	03	11	44
<b>Total</b>			<b>05</b>		

*Note: No. of vacancies are indicative and may increase/ decrease depending on the organizational requirement.*

#### 3. **Grade, Pay Scales And Reservations**

Grade	Pay Scales (₹)	*CTC per annum in Lakhs (Approx)		Reservations				
		Min. (₹)	Max. (₹)	SC	ST	OBC	UR	Total
E-8	51,300-73,000	18.55	26.39	00	00	01	01	02
E-5	32,900-58,000	11.89	20.97	00	01	01	01	03

\* In addition, Encashment of Leave, Gratuity, Hospitalisation benefits and other facilities are also admissible as per Company's Rules. Performance Related Pay (PRP), which is also admissible, has a linkage with individual as well as Company's performance.

**4. PERSONS WITH DISABILITIES (PWD):**

Only such person, who suffers from not less than 40% of relevant Disability are eligible to be considered under PWD as per “the Persons With Disabilities (Equal Opportunities, Protection Of Rights & Full Participation) Act - 1995.”

**5. QUALIFYING REQUIREMENTS:****General Manager (Technical) (Post at Sl. No. 2.a.)****Qualification -**

Full-Time Degree in Engineering in Mechanical/ Electrical/ Electronics with First Class or minimum 60% Marks or equivalent CGPA from a recognized University/ Deemed University Or Institute of National Importance or Institute recognized by AICTE.

OR

Full Time degree in Naval Architecture or degree in Engineering with full Time Postgraduate Diploma in Naval Construction with First class or minimum 60% marks in both Degree and Post-Graduation level or equivalent CGPA from a recognized University or Deemed University or Institute recognized by AICTE.

Post Graduate Degree in Engineering would be given preference.

**Experience -**

Candidate should have relevant post qualification work experience of 20 years in the Electrical, Engineering or Naval Architecture branches of the Indian Navy and currently functioning as Commissioned officer in the rank of Captain (Select Grade) or above. In case of Ex-Navy candidates also the last rank served should be Captain (Select Grade) or above.

Candidate should have at least 4-5 years of experience as Project Manager, directly involved in overseeing the construction of Naval Ships/ Submarines or experience of having worked in Design Organization of the Indian Navy.

They should also have put in at least two years at Industrial Establishment of the Indian Navy in the rank of Commander and above.

For one of the posts, officer of the Electrical or Engineering Branch with submarine background would be desirable.

Knowledge and firsthand experience of major Ship borne systems such as marine turbines, turbo / gas generators, gearbox, switchboards etc. and knowledge of relevant industry will be useful to steer indigenisation.

**Job requirement -**

The Candidate should have strategic orientation and leadership ability to motivate and guide a team of professionals in the Production/ Planning/ Design/ Commercial/ Project function. The candidate should have command over communication and have project execution capabilities.

**Chief Manager (Mechanical) (Post at Sl. No. 2.b)****Qualification -**

Full-Time degree in Engineering in Mechanical with minimum First Class or 60% Marks or equivalent CGPA from a recognized University/ Deemed University Or Institute recognized by AICTE.

**Experience -**

Candidate should have relevant post qualification work experience in Fabrication/ Production/ Outfitting/ Planning/ Design/ Project Management. Experience in Commercial functions, Contract negotiations and Materials procurement would be an added advantage.

**Job requirement -**

The incumbent will have to handle job functions like Ship/ Submarine construction, Refits, Modernization, in any of the relevant fields of Planning/ Design/ Procurement/ Fabrication/ Berth/ Outfitting/ Quality Assurance/ Test and Trials. The incumbent may be deployed for any other duties of the Company depending on requirement as may be decided by the Management.

**6. GROUPING OF TECHNICAL DISCIPLINES:**

	<b>Discipline</b>	<b>To include</b>
<b>a.</b>	Mechanical	Mechanical/ Mechanical & Industrial Engineering/ Mechanical & Production Engineering/ Production Engineering/ Production Engineering & Management/ Production & Industrial Engineering.
<b>b.</b>	Electrical	Electrical/ Electrical & Electronics/ Electrical & Instrumentation.
<b>c.</b>	Electronics	Electronics/ Electronics & Communication/ Applied Electronics & Instrumentation/ Electronics & Telecommunication/ Electronics & Instrumentation.
<b>d.</b>	Naval Architecture	Naval Architecture/ Naval Architecture & Ship Building/ Naval Architecture & Ocean Engg.
<b>e.</b>	Other	Any Discipline with Post-Graduate Diploma in Naval Construction from a recognized University/ Deemed University Or Institute recognized by AICTE.

Only the above-mentioned disciplines will be considered for the recruitment process. Courses/ Disciplines with equivalence to the above will not be considered.

**7. SELECTION PROCESS:**

The selection process will comprise the following:

**a. Personal Interview:**

The selection for the above mentioned posts will be by way of Personal Interview only.



**b. Verification of Original Documents:**

All original documents such as degree certificate, proof of date of birth, caste certificate etc. will be checked at the time of interview. The list of documents accepted in support of the same is given below for reference of the candidates. However, this list is not exhaustive and candidate may be required to produce other relevant documents on case to case basis in support of his/ her candidature. Non-production of original documents will debar the candidate from appearing for the interview and no Travelling Allowance will be reimbursed to such candidates.

**i. Date of Birth (DOB) proof:**

I. Xth Std. Passing Certificate indicating DOB

OR

II. School Leaving Certificate

OR

III. Birth Certificate

**ii. Qualifications**

I. Marksheets indicating date of declaration of result.

II. Final Degree Certificate.

III. Provisional passing Certificate (in case Final Degree Certificate is not available).

**iii. Experience**

I. Past Employment:

- Experience letter indicating the date of joining as well as relieving.

II. Current Employment (All of the following):

- Proof of date of joining – Appointment letter issued after joining.
- Pay Slip for the month of April 2015.
- Identity Card issued by current employer.

Please note that experience as Apprentice Trainee under Apprentice Act will not be considered.

iv. If working in Private Company, Proof of turnover: The applicants working in private sector should have Two years experience in company where the annual turnover is in excess of ₹ 100 Cr in any one of the last two financial years. As a documentary proof Annual Report/ any other document indicating the turnover of employer to be more than ₹ 100 Cr. in any one of the last two financial years.

v. If working in Govt./ PSU:- No Objection Certificate (if application not forwarded through proper channel) and a document indicating the current pay scale and date since working in the said pay scale.

vi. **Salary Details:**

- I. For Govt./ PSU: Document indicating the current pay scale.
- II. For Private: CTC Breakup certified by employer clearly indicating the monthly, annual components & benefits.

vii. In case of PWD candidates, Disability Certificate issued by the Competent Authority as per the Act.

viii. Candidates from Armed Forces and presently in the last year of service need to submit certificate/letter of Competent Authority stating the last date of Service for availing the Age Relaxation applicable to Ex-Servicemen.

c. **Caste Certificates:**

SC/ ST/ OBC (NCL) candidates must produce caste certificates, as per the format prescribed by the Government of India. Where candidates belonging to the SC/ ST category are unable to produce a certificate from any of the prescribed authorities, they will be appointed provisionally on the basis of whatever prima facie proof they are able to produce in support of their claim, subject to their furnishing the prescribed certificate within six months from the date of their joining the Company.

Format of Caste Certificates for SC/ST and Non Creamy layer certificate for OBC have been uploaded on MDL website under the head "Career->Executives". Non Creamy Layer Certificate for OBC shall be issued not more than 1 year before the last date of submission of online application.

Candidates please note that requests for change of Category in the application form once submitted will not be entertained.

d. **Pre Employment Medical Examination:**

Applicants should be of sound health and meet the Medical Fitness Standards as prescribed. Candidates short-listed for appointment following interview shall undergo a medical test conducted/ organized by the Company and certified by the Company's Chief Medical Officer.

Candidates called for Pre Employment Medical Examination shall attend the same at their own expense.

e. **Verification of Antecedents:**

Police Verification Report (PVR) is a pre-condition for joining of the selected candidates. Candidates will have to obtain a formal Police Verification Report before joining MDL.

Candidates joining from Govt./ PSU and whose applications have been forwarded through proper channel will be permitted to join on the basis of an identity certificate issued by a Gazetted Officer.

f. **Offer of Appointment:**

Candidates finally selected for the post applied for will be offered appointment as per Company Policy in vogue. The selected candidates will be on probation for a period of one year and shall be confirmed in the post on successful completion of the probationary period.

- g. Candidates must qualify through each stage of selection process successfully before being adjudged as suitable for selection.

8. **ELIGIBILITY OF CANDIDATES**

From PSU/ Govt. Department/ Armed Forces

- i. Candidates, who are employed in Government/ Public Sector Undertakings, shall have to produce 'No Objection Certificate' (NOC) from their present employer at the time of interview; failing which the candidate shall not be allowed to appear for the interview.
- ii. Candidates presently working with Govt/ PSUs should be working for two years in one scale of pay below than the post applied for.

This shall not be applicable to candidates working in Govt./ PSU in the same pay scale or above than the post applied for.

- iii. The Pay Scale equivalence for the purpose of (ii) above on both CDA & IDA are given below:

Grade	CDA (₹)	IDA (₹)
E-8	37400-67000-PB4-GP 8900	51,300-73,000
E-7	37400-67000-PB4-GP 8700	43,200-66,000
E-5	37400-67000-PB4-GP 8700	32,900-58,000
E-4	15600-39100-PB3-GP 7600	29,100-54,500

From Private Sectors:

The applicants working in private sector should be drawing CTC (only monetary/ cash part) comparable to immediate lower grade of MDL. They should indicate their organisation structure depicting their position at the time of personal interview.

The applicants working in private sector Company should have two years experience in a Company whose annual turnover is in excess of ₹ 100 Cr in any one of the last two financial years.

9. **AGE RELAXATION:**

- a. The upper age limit is relaxable by 5 years for SC/ ST and by 3 years for OBC (NCL) candidates. The same is relaxed by 10 years for PWD-General, 13 years for PWD-OBC (NCL) and 15 years for PWD-SC/ ST Candidates.
- b. In case of Ex-servicemen, the upper age limit will be relaxed to the extent of number of years served in Military Service. However, the resultant age after deducting the period of service from the actual age should not exceed the prescribed age limit by more than 3 years.



- c. Upper Age will be relaxed to the extent of maximum 5 years for internal candidates.
- d. OBC candidates, who belong to Creamy Layer, are not entitled to concession admissible to OBC category. OBC (Non-Creamy Layer) candidates need to submit the requisite certificate in prescribed format for Central Government jobs from the Competent Authority. The said certificate should not be more than one year old.

#### **10. CAREER PROSPECTS IN MDL:**

The Company has a conducive and challenging work environment and offers attractive opportunities for growth through various training and development programs and a forward-looking & performance driven promotion policy. A meritorious and hard working Executive can, thus look forward to very good career development prospects.

#### **11. FIXATION OF PAY:**

The fixation of pay in case of PSU/ Government Department/ Armed Forces candidates who are currently employed with Government Department/ PSU will be in accordance with the Company's rules.

Fixation of pay in case of candidates from Private Sectors will be at the minimum of the pay scale. However in deserving cases, MDL management may consider fixing the pay at a higher stage in the same pay scale and if negotiated at the time of interview & recommended by the selection panel.

#### **12. HOW TO APPLY:**

- a. Eligible candidates shall apply through online registration system by logging on to MDL website [www.mazagondock.gov.in](http://www.mazagondock.gov.in) and clicking on "Online Recruitment". The site shall be activated and will remain functional from **25.03.2015** to **23.04.2015**. Candidates have to apply Online only. No manual/ paper application will be entertained.
- b. While applying online, candidates should keep a scanned copy of their passport size colour photograph and their signature in **jpeg** format.
- c. Any changes in the application form need to be edited from "Online Recruitment->Candidate->Application Status" only before the last date of online application. No other means of communication or correspondence will be entertained.
- d. Candidates shall possess a valid and active email-id, which needs to be entered in the application form. Only this email ID will be considered for all future correspondence.
- e. Once you submit your Application, the System will generate a unique Registration No. After validation of your email id take a printout of the Application Form with the help of this registration number. Kindly keep a record of the same for future reference. Candidates are advised to take a print out of the application form quoting their registration number, on or

before the last date of application. Option for validation of email or download/ printing of application form will not be available after the last date of application.

- f. Please note that your application is incomplete unless you get a system generated registration number and validate email of the email-id submitted in the application form. Applications without email validation will not be considered for further recruitment process.
- g. Generation of registration number does not imply acceptance of application or eligibility for the post.
- h. Eligible and interested candidates are advised to apply well in advance so as to avoid last minute errors in application. MDL management will not be responsible for any delay in submission of application caused due to the queries raised by the applicant and non-receipt of response thereof.
- i. Candidates may enter 'NA' in the mandatory fields not applicable to them.
- j. In case of difficulty in registration, candidates may contact on email [mdlrec@mazagondock.gov.in](mailto:mdlrec@mazagondock.gov.in) or numbers 022-23764108/4174.
- k. Processing fee of ₹ 300/- shall be applicable for candidates belonging to General/ OBC Categories. The instructions for payment of Processing Fee are given at para 13 below. Application forms without Challan (MDL's Copy) shall be treated as incomplete and not considered for further recruitment process.

l. **Forwarding of Application through Proper Channel by Candidates employed with Govt./ PSU after submitting online application:**

Printout of Online Applications of candidates working in Govt./ PSU are to be sent through proper channel to "AGM (HR-CR), Mazdock House, Mazagon Dock Limited, Dockyard Road, Mumbai – 400010". Applications must be forwarded through Postal/ Courier services only (Internal candidates are required to submit their applications through their HOD to HR-E Section by hand). MDL will not be responsible for any delay/ loss in postal transit of any application or communication. Please note that candidates who are not required to submit their applications through proper channel need not send the application form to MDL.

**13. INSTRUCTIONS FOR PAYMENT OF PROCESSING FEES:**

- a. Candidates are required to deposit the Processing Fee at any nearest Branch of State Bank of India (SBI) as per procedure given below. Applicants belonging to SC/ ST/ PWD (Persons With Disability) are exempted from such payment of processing fee.
- b. Candidates are required to download the Challan Form available at the end of this advertisement. (Please note that Challan format, other than the one attached to this advertisement shall not be accepted)
- c. Fill up all the three parts (Bank's Copy, MDL's Copy & Candidate's Copy) of the Challan.



- d. Deposit cash of ₹ 340/- (including Bank Charges of ₹ 40/-) at the nearest SBI Branch. Bank shall be accepting processing fees upto the last date of remittance mentioned at the end of the Challan i.e. **23<sup>rd</sup> April 2015** upto the normal banking operational hours.
- e. Bank shall retain its copy (Bank's Copy) and return two parts (MDL's Copy and Candidate's Copy) of the Challan to the candidate after filling of necessary information and Bank's seal acknowledging receipt of the Processing Fees and Bank charges.
- f. Candidates are required to ensure that Bank officials have filled up all necessary Bank and payment details (Branch Name, Branch Code, Journal No. & Date of Remittance) along with Bank Seal acknowledging receipt of fees on MDL's Copy as well as Candidate's Copy of the Challan.
- g. The details of remittance of processing fees such as Bank Branch Name, Branch Code, Journal No. etc are required to be entered in Section 3 of the Online Application Form.
- h. Fees paid against this advertisement shall not be accepted/ transferred against any other advertisement.
- i. Application form along with the 'MDL's Copy' section of the Challan should be forwarded in an envelope superscribing "Advertisement Ref. No. & Post applied for" through post or courier so as to reach AGM (HR-CR) **on or before Friday, 08<sup>th</sup> May 2015 (1700hrs)** on the following address.

**AGM (HR-CR)**

Executives Recruitment Section,  
02<sup>nd</sup> Floor, Mazdock House  
Mazagon Dock Limited, Dockyard Road,  
Mumbai - 400010

- j. Please note that only depositing Processing Fees at SBI is not sufficient, but the original 'MDL's Copy' section of the Challan with proper Bank Seal must be received at MDL along with the copy of the Application Form for considering the candidature.
- k. Candidates are advised to retain only 'Candidate's Copy' section of the Challan for future reference.
- l. Last date for submission of the processing fees at SBI Branch is 23<sup>rd</sup> April 2015. Any remittance of Processing Fee after 23<sup>rd</sup> April 2015 shall not be accepted.
- m. The Processing Fee is Non-Refundable and candidates are therefore advised to ensure their eligibility for the post before applying.
- n. In the event of Bank Holiday/ Strike/ Closure of Bank for any other reasons, no additional time shall be provided for payment of fees. Therefore candidates are advised to make the payment of processing fee well in advance to avoid last moment inconvenience. Any remittance of Processing

Fee after the last date of Payment of Fee shall not be accepted under any circumstances.

**14. GENERAL INFORMATION AND INSTRUCTIONS:**

- a. Only Indian Nationals are eligible to apply.
- b. Outstation Candidates called for Personal Interview shall be reimbursed Travelling Allowance as given below by the shortest route from the correspondence address mentioned in the application form on production of tickets.

Post	Eligibility
General Manager	First AC Rail/ Air Fare by Economy Class
Chief Manager	Second AC Rail/ Luxury Bus

- c. The candidature of all candidates shall be provisional and all original documents such as Degree Certificate, proof of Date of Birth, Caste Certificate, Experience Certificate, etc. will be verified at the time of interview. Non-production of original documents will debar the candidate from appearing for the interview and in that case no Travel Fare will be reimbursed to such candidates.
- d. Candidature of a candidate is liable to be rejected at any stage of the recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or not in conformity with the eligibility criteria mentioned in the advertisement.
- e. The Qualifying Requirement & Age limit shall be reckoned as on the last date of application. i.e. 23<sup>rd</sup> April 2015. Wherever CGPA or Letter Grade is awarded in qualifying degree, its equivalent percentage of marks must be indicated in the application as per norms adopted by the University/ Institute.
- f. Post Qualification Experience in the relevant discipline in Officer/ Executive cadre (excluding Apprentice training period) from the date of passing mentioned in the marksheet will be considered.
- g. MDL reserves the right to cancel/ modify/ restrict/ enlarge/ alter the recruitment process, if need so arises without issuing any further notice or assigning any reason thereof.
- h. Intimation regarding Personal Interview & Result:  
List of 'Eligible Candidates', list of 'Not-Eligible Candidates', 'Written Test Schedule', 'Interview Schedule', 'Result' etc. will be hosted only on MDL Website under the head "Career->Executives". Candidates are requested to visit MDL website time to time to get themselves updated on the recruitment status.
- i. In case of any ambiguity/ discrepancy in the online recruitment portal the terms & conditions as mentioned in this advertisement will prevail.

- j. Any further Information/ Corrigendum/ Addendum would be uploaded only on MDL website.
- k. MDL reserves the right to fill up all the vacancies advertised or part or cancel the entire recruitment process at any point of time during the recruitment process.
- l. Legal jurisdiction for any dispute will be at Mumbai.

#### 15. **ONLINE APPLICATION PROCEDURE:**

- a. Disable the pop-up blocker and clear history of the browser.
- b. Log on to <http://www.mazagondock.gov.in>
- c. Click on "Online Recruitment" and then click on the relevant post applied for.
- d. Read all instructions given on the website.
- e. Fill up all the details in the Online Application Form. In case of mandatory fields not applicable kindly enter 'NA' in the text box.
- f. Upload Photograph & Signature in the prescribed Format.
- g. Click SUBMIT and note registration number.
- h. Click on the validation link sent on email.
- i. Reprint your application from MDL website "Online Recruitment->Candidate->Form Reprint".
- j. Candidates short-listed for Personal Interview shall be required to submit a print out of the Online Application Form at the time of Personal Interview.

#### 16. **IMPORTANT DATES:**







No.	Details	Date
a.	Commencement of MDL Online Application.	25.03.2015
b.	Last Date of MDL Online Application	23.04.2015
c.	Last Date for receipt of Challan receipts.	08.05.2015
d.	Notification regarding schedule of Written Test	09.06.2015

Date: - 24.03.2015

**ADDITIONAL GENERAL MANAGER (HR)**



**CHALLAN FOR Advertisement No. MDL/HR-CR/REC/35/2015**

 <p><b>Bank's Copy</b></p>  <p>भारतीय स्टेट बैंक <b>State Bank of India</b> <i>The Banker to Every Indian</i></p>	 <p><b>MDL's Copy</b></p>  <p>भारतीय स्टेट बैंक <b>State Bank of India</b> <i>The Banker to Every Indian</i></p>	 <p><b>Candidate's Copy</b></p>  <p>भारतीय स्टेट बैंक <b>State Bank of India</b> <i>The Banker to Every Indian</i></p>																								
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Mr./Ms. _____	Mr./Ms. _____	Mr./Ms. _____																								
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<b>For the Fee receiving Branch of SBI</b> Branch should collect ₹40 extra (total of ₹300 + ₹40=₹340) from the remitter as bank charges and to be credited to the branch commission account, in accordance with CGM, Mumbai sanction Ref. No. SME/1/1071 dt. 15.03.2014 2. Branch should write the Branch Name, Branch Code, Journal No. & Date of remittance invariably and hand over both the MDL's copy & Candidate's copy to the remitter duly signed. <b>Last Date of Remitting Processing Fee is 23/04/2015</b>	<b>For the Fee receiving Branch of SBI</b> Branch should collect ₹40 extra (total of ₹300 + ₹40=₹340) from the remitter as bank charges and to be credited to the branch commission account, in accordance with CGM, Mumbai sanction Ref. No. SME/1/1071 dt. 15.03.2014 2. Branch should write the Branch Name, Branch Code, Journal No. & Date of remittance invariably and hand over both the MDL's copy & Candidate's copy to the remitter duly signed. <b>Last Date of Remitting Processing Fee is 23/04/2015</b>	<b>For the Fee receiving Branch of SBI</b> Branch should collect ₹40 extra (total of ₹300 + ₹40=₹340) from the remitter as bank charges and to be credited to the branch commission account, in accordance with CGM, Mumbai sanction Ref. No. SME/1/1071 dt. 15.03.2014 2. Branch should write the Branch Name, Branch Code, Journal No. & Date of remittance invariably and hand over both the MDL's copy & Candidate's copy to the remitter duly signed. <b>Last Date of Remitting Processing Fee is 23/04/2015</b>																								