



माझगांव डॉक शिपबिल्डर्स लिमिटेड

(भारत सरकार का उपक्रम)

MAZAGON DOCK SHIPBUILDERS LIMITED

(A Government of India Undertaking)

Dockyard Road, Mumbai – 400 010

Contact No. : 022-23764108/ 4174

CIN No. U35100MH1934GOI002079



एससी/ एसटी/पीडब्ल्यूडी के लिए विशेष भर्ती अभियान SPECIAL RECRUITMENT DRIVE FOR SC/ST/PWD

विज्ञापन संदर्भ क्र.: एमडीएल/एचआर-सीआर/भर्ती/61/2018
Advertisement Ref. No.: MDL/HR-CR/REC/61/2018

Mazagon Dock Shipbuilders 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 ₹4,400 Cr. which is projected to be higher in the coming years. MDL has employee strength of around 9,000.

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

Eligible & interested candidates are required to apply online.

(Online Application opens from **10 Sept '18** and closes on **09 Oct '18**):

No.	Post/ Vacancy	Grade	Vacancies	Post Qualification Experience (in years) as on 09 Oct '18	Upper Age limit as on 09 Oct '18
SC/ ST					
a.	Senior Engineer (Mechanical)	E-1	11 (SC:02; ST:09)	01	30
PWD (VH/HH/OH) (PWD Candidates belonging to General/OBC/SC/ST can apply)					
b.	Senior Engineer (Mechanical)	E-1	07 (VH:02;HH:03;OH:02)	01	30

Note: No. of vacancies are indicative and may increase / decrease depending on the organizational requirement. Upper age limit is mentioned for candidates belonging to "General" Category. Age Relaxation is applicable to SC/ST/OBC/PWD/Ex-Servicemen candidates as per Govt. Guidelines (Refer clause 7 of the advertisement regarding age relaxation.)

3. EMOLUMENTS

The candidate selected for the posts shall be placed in the following payscale.

Grade	Pay Scale (₹)	Approx. CTC per annum
E-1	40,000-1,40,000	9.6 Lacs

CTC includes Basic Pay, Industrial Dearness Allowances, House Rent Allowances, Perks & Allowances as per Cafeteria approach, Leave Encashment, Superannuation Benefits (PF, Gratuity, Pension and PRMS). Company also offers Hospitalisation benefits, Bachelors/Family Accommodation as per availability and Performance Related Pay (PRP) as per Company Policy.

The fixation of pay in case of candidates currently working in PSU/ Government Department/ Armed Forces 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.

4. QUALIFYING REQUIREMENTS

For SC / ST candidates	
Qualification	Full-Time degree in Mechanical Engineering with First Class or minimum 60% Marks or equivalent CGPA from a recognized University or Deemed University or Institute recognized by AICTE.
Experience	Candidate should have relevant 1 year 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 Description	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.
For PWD candidates	
Qualification	Full-Time degree in Mechanical Engineering with First Class or minimum 60% Marks or equivalent CGPA from a recognized University or Deemed University or Institute recognized by AICTE.
Experience	Candidate should have relevant 1 year post qualification work experience in Fabrication / Production / Outfitting / Planning / Design / Project Management / Teaching / Purchase / Stores / Materials. Experience in Commercial functions, Contract negotiations and Materials procurement would be an added advantage.
Job Description	The incumbent will be required to work in Stores, Materials, Training, Planning, Design, Commercial and Outsourcing Departments. He / She may be posted in other Production related departments in Shops, Ships and Submarines where his/her nature of disability will not generally hamper his/her normal functioning as per requirement of the Company. The incumbent will also be responsible for Material Procurement from imported, indigenous and local sources, custom clearance of Materials, Cash Purchases, Management of Stores, Projects and Maintenance etc. The incumbent may be deployed for any other duties of the Company depending on the requirements as may be decided by the Management.

Following grouping of technical disciplines will only be considered for the recruitment process.

Discipline	To include
Mechanical	Mechanical/ Mechanical & Industrial Engineering/ Mechanical & Production Engineering/ Production Engineering/ Production Engineering & Management/ Production & Industrial Engineering.

Courses / Disciplines with equivalence to the above will not be considered.

5. **SELECTION PROCESS**

The selection process will comprise the following.

a) GATE Marks: Shortlisting based on GATE 2017 or GATE 2018 Marks in Mechanical Discipline

- i) The relevant GATE paper along with GATE paper code which will be considered for Mechanical discipline is given below:

GATE Paper	GATE paper code
Mechanical Engineering	ME

- ii) Candidates with valid GATE Marks of 2017 or 2018 who have obtained more than or equal to the qualifying marks as fixed for the respective discipline by GATE Authorities shall only be considered for the said recruitment process.
- iii) Please note that only GATE 2017 or GATE 2018 Marks are valid for this recruitment exercise in MDL under this advertisement. GATE Marks of 2016 or prior to that shall not be considered.
- iv) Marks mentioned against the following in the “GATE score card” would be considered for this recruitment exercise:

Year	Marks mentioned against
GATE 2017 or GATE 2018	Marks out of 100

- v) Candidates who have appeared in GATE 2017 as well as GATE 2018 examination shall provide Registration number of the year in which GATE Marks is higher, at the relevant space provided in the Online Application Form.
- vi) Candidates need to ensure that they fill up the GATE Registration Number correctly and apply for the relevant discipline in MDL Online Application Form. Requests for correction in GATE Registration number or Discipline will not be entertained.

b) Personal Interview:

Based on GATE 2017 or GATE 2018 Marks, candidates will be called for Personal Interview. The total marks in Personal Interview will be 100.

c) Final selection:

Final selection will be drawn up taking into account the Marks of GATE 2017 or GATE 2018 and Personal Interview together.

d) **Weightage** - The final select list will be prepared on the following basis:

Selection Modality	GATE Marks	Personal Interview Marks	Total Marks
GATE Marks & Personal Interview	85 <i>(Converted out of 100)</i>	15 <i>(Converted out of 100)</i>	100

6. VERIFICATION OF ORIGINAL DOCUMENTS

In case the candidate is called for Personal Interview, he/she has to bring the *downloaded application form and all Original Documents alongwith one Separate Set of Photo Copy duly Self Attested in the order as mentioned below.*

The candidature of all candidates will be provisional and all the required documents will be checked at the time of Personal Interview.

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.

- I. Print Out of Application Form
- II. Document in support of Date of Birth (DOB) proof:
 - a) Xth Std. Passing Certificate indicating DOB OR
 - b) School Leaving Certificate OR
 - c) Birth Certificate
- III. Qualifications
 - a) Xth & XII Std. Marksheet & Certificate
 - b) Marksheets of relevant qualification (all semester / year wise) indicating date of declaration of result.
 - c) Final Certificate of relevant qualification.
 - d) Provisional Certificate (in case Final Certificate is not available).
- IV. In case of CGPA/ Grade being awarded by the Institute/ University, document indicating CGPA/ Grade to Percentage conversion issued by the Institute/ University.

Note: *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. In cases, where University / Institute follow rating/ grading pattern and neither prescribe any conversion formula for calculating equivalent percentage nor award any class for that rating / grade, the equivalent percentage shall be calculated in accordance with MDL Recruitment Rules.*

- V. GATE 2017 or GATE 2018 Score Card
- VI. **Experience**
 - Past Employment:
 - a) Experience letter indicating the date of joining as well as date of relieving.
 - Current Employment (All of the following):
 - a) Proof of date of joining – Appointment letter issued after joining.

- b) Identity Card issued by current employer.
- c) Pay Slip for the month of Sept '18

Note: Please note that 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. Experience as Apprentice Trainee under Apprentice Act will not be considered.

VII. Eligibility criteria for candidates working in Govt./PSU/Private Sector

- a) Candidates working in MDL
Internal candidates are required to submit their applications through their HOD to HR-E Section by hand.
- b) Candidates working in Govt./ PSU
 - i. The applicants shall have to produce No Objection Certificate (NOC) / Forwarding Letter from the employer; failing which the candidate shall not be allowed to appear for the interview.
 - ii. The applicant should also submit the document indicating the current pay scale and date since working in the said pay scale

Note:
Candidates working with Govt organizations/ PSUs as well as Internal candidates should have minimum 1 year experience in one scale of pay below that of the post applied for.

The pay scale equivalence on IDA pattern is as under:

Grade	IDA (₹)
E-0	30,000-1,20,000

Candidates working in the same or higher pay scale than the post applied for are exempted from having 1 year experience in that pay scale provided they have total requisite years of post qualification work experience.

- c) Candidates working in Private Sector
The applicants working in private sector should have one year experience in company where the annual turnover is in excess of ₹ 100 Cr in any one of the last three financial years.

Explanation:

- i. The turnover of the Company under whose rolls the candidate is working shall be considered.
- ii. As documentary proof, candidate may submit, Annual Report/ any other document indicating the turnover (Operating income figures mentioned in the Profit and Loss statement) of the Company to be more than Rs. 100 Cr. in any one of the last three financial years.
- iii. The last three financial years shall mean the previous three financial years from the last date of submission of application form mentioned in the advertisement. For Example- In case for an advertisement Last date of Submission of Application form is 09 Oct '18 then the last three financial years shall be FY2015-16, FY2016-17 & FY2017-18.
- iv. The turnover proof document must pertain to the year in which the candidate is/ was working in the organization.

Example 1:- In case candidate has not worked in last three financial year, then he would not have any Turnover Proof to produce, rendering him ineligible.

Example 2:- In case candidate has worked in a Company in FY 2017-18, then the turnover proof of that Company is required to be submitted for FY 2017-18.

- v. Turnover Proof of the Company shall be considered wherein candidate is having relevant work experience as per Qualifying Requirements.
- vi. This shall be applicable to candidates working in Private Company/ Organization).

The applicants working in private sector should be drawing CTC (only monetary/ cash part) comparable to immediate lower grade of MDL. They should provide CTC Breakup certified by employer clearly indicating the monthly, annual components & benefits. They should indicate their organisation structure depicting their position at the time of personal interview.

- VIII. **Caste Certificates:** SC/ST/OBC (NCL) candidates must produce caste certificates, as per the format prescribed by the Government of India.

Format of Non Creamy layer certificate for OBC have been uploaded on MDL website under the head "Career-> Executives". OBC candidates, who belong to Creamy Layer, are not entitled to concession admissible to OBC category. Non Creamy Layer Certificate for OBC category should 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.

- IX. In case of PWD candidates, Disability Certificate issued by the Competent Authority as per the Act.
- X. 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. **Document clearly mentioning Date of release from Armed Forces is a mandatory requirement if Age is exceeding as on 09 Oct '18.**
- XI. Valid ID Proof : PAN Card & Aadhar Card

7. AGE RELAXATION:

SC/ST	05 years
OBC	03 years
PWD	As per PWD Act /Govt. guidelines. <i>(Only such person, who suffers from not less than 40% of relevant Disability are eligible to be considered under PWD as per "The Rights of Persons with Disabilities Act - 2016").</i>
Ex-Servicemen	As per Govt. of India guidelines.
Internal Candidates	5 years

There shall be minimum of 03 years of Service left before superannuation (60 years) in respect of outside candidates and 02 years in case of Internal candidates as on last date of application i.e. 09 Oct '18.

8. 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.

9. 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.

10. Offer of Appointment:

Candidates finally selected for the post will be offered appointment as per Company Policy in vogue. The selected candidate will be on probation for a period of one year and shall be confirmed in the post on successful completion of the probationary period. Performance of the selected candidate shall be reviewed periodically with reference to the tasks assigned to him/ her from time to time.

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

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. HOW TO APPLY:

- Log on to MDL website www.mazagondock.in
- Click on Online Recruitment
- Register by filling up relevant details & click on "Submit" button.
- Click on the validation link sent on email.
- Login to MDL Online Portal with "Username" & "Password"
- Select the job under Executive Tab & view the "Eligibility Criteria"

- While applying, candidate should have the scanned copy of recent passport size colour photograph, their signature & other relevant Certificates in JPEG format.
- Read the instructions carefully and fill up all the details in the Online Application Form.
- Candidates may enter 'NA' in the mandatory fields not applicable to them
- Check preview of the Application form and make corrections, if any. Any changes in the application form need to be edited before clicking on "Submit". No other means of communication or correspondence will be entertained for correction in the Online Application Form.
- Click on "Home" tab and ensure your application submission status to be "Successfully Submitted".
- Take a print of your application form with unique registration no. on or before the last date of application for future reference. Option for printing of application form will not be available after the last date of application.

Candidates are not required to send hard copy of Application Form to MDL at this stage.

Note:

- **Candidates have to apply Online only. No manual / paper application will be entertained.**
- The site shall be activated and will remain functional from **10 Sept '18 to 09 Oct '18**.
- Candidates should possess an active email-id which must remain valid for atleast next one year.
- "Incomplete Applications" will not be considered for further recruitment process.
- Mere Generation of registration number does not imply acceptance of application or eligibility for the post.
- Eligible and interested candidates are advised to apply well in advance so as to avoid last minute rush. 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.
- In case of difficulty in registration, candidates may contact on email mdlrec@mazdock.com or numbers 022-23764108/4174.

12. GENERAL INFORMATION AND INSTRUCTIONS

- i) Before applying for the post, candidate should ensure that he / she fulfills the eligibility criteria and other conditions mentioning in the advertisement.
- ii) Candidature 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.

- iii) **The Qualifying Requirements & Age limit shall be reckoned as on 09 Oct '18.**
- iv) Outstation Candidates called for Personal Interview shall be reimbursed Travelling Expenses by the shortest route from the correspondence address mentioned in the application form on production of tickets as given below.

Post	Eligibility
Senior Engineer	Third AC Rail/ Luxury Bus

Travelling Allowance will not be paid to the candidates who are found Ineligible after verification of documents at the time of Personal Interview.

- v) 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.
- vi) Intimation regarding Personal Interview & Result:
List of 'Eligible Candidates', list of 'Not-Eligible Candidates', '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.
- vii) In case of any ambiguity/ discrepancy in the online recruitment portal the terms & conditions as mentioned in this advertisement will prevail.
- viii) Any further Information/ Corrigendum/ Addendum would be uploaded only on MDL website.
- ix) 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.
- x) Any dispute with respect to this recruitment is subject to Mumbai .

13. IMPORTANT DATES

Sl. No.	Details	Date
a.	Commencement of MDL Online Application	10 Sept '18
b.	Last Date of MDL Online Application	09 Oct '18
c.	Tentative Date for announcement of Personal Interview schedule	12 Nov '18

10 सितम्बर/Sept '18

उप महाप्रबंधक (मा.सं.)
Deputy General Manager (HR)

-----अधिसूचना की समाप्ति-----

-----End of Notification-----