



**गार्डेन रीच शिपबिल्डर्स एण्ड इंजिनियर्स लिमिटेड Garden Reach Shipbuilders & Engineers Limited**

(A Govt. of India, Ministry of Defence, Undertaking)

CIN NO. : L35111WB1934GOI007891

Regd.& Corporate Office: GRSE Bhavan, 61, Garden Reach Road, Kolkata – 700024 ; Website: [www.grse.in](http://www.grse.in)

**EMPLOYMENT NOTIFICATION NO. 2023/01 (OS)**

**DETAILED ADVERTISEMENT FOR OFFICER POSTS**

GRSE Ltd. is one of the premier Defence Shipyards and Mini Ratna, Category -I Company. It is effectively contributing to the defence preparedness of the country by building different sophisticated and state-of-the-art warships. The Company invites applications from qualified, talented and energetic Indian Nationals for the following posts in various disciplines:

**Opening date for Online registration: 16 JAN 2023 (from 14:00 Hrs.)**

**Closing date for Online registration: 06 FEB 2023 (upto 23:59 Hrs.)**

<b><u>Sl. No.</u></b>	<b><u>Name of Post/ (Grade)</u></b>	<b><u>Scale of pay (IDA)</u></b>	<b><u>Max. Age as on 01 Jan 2023</u></b>	<b><u>Discipline/ Posts/ Reservation</u></b>	<b><u>Minimum Qualification</u></b>	<b><u>Minimum Years of post-qualification experience as on 01 Jan 2023</u></b>
A)	<b>Additional General Manager (E-6)</b>	<b>90000-3%-240000</b>	<b>50 yrs.</b>	<b>Human Resource-01 (OBC)</b>	Full Time Graduate with 02 years full time MBA / PG Degree / PG Diploma or equivalent in Human Resource Management / Human Resource Development / Personnel Management / Industrial Relations / Social Work / Labour Welfare with 55% overall marks.	<p>i. 20 years' post qualification experience in dealing with HR matters i.e. IR, Contract Labour Management, Welfare administration, Establishment, Recruitment, Statutory Compliances, CSR etc.</p> <p>ii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DGM Grade (E-5) for minimum 2 years.</p> <p>iii. Naval Officers of the rank Captain and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may also be considered. Captain (TS) and Commander with requisite seniority meeting the experience criteria may be considered.</p> <p>iv. For details refer Note 6.</p>

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B)	<b>Additional General Manager</b>  (E-6)  <b>On Fixed Term Contractual Basis for 03 years extendable maximum of 02 years.</b>	<b>90000-3%-240000</b>	<b>50 yrs.</b>	<b>Technical-01 (UR)</b>	Four years full time degree in Engineering or equivalent with First Class or 60% overall marks in the discipline of Mechanical/ Naval Architecture/ Production/ Electrical/ Electronics. [For detailed qualification grouping, please refer Note – 1 A (ii)]  Desirable- Post Graduate in Engineering/ Technology	i. 20 years' post qualification experience either singularly or collectively in "Ship building" / "Ship design" / "Ship Repair" / "Overseeing the construction / repair of Naval Ships or Submarines/ Ship operations/ EMI/EMC Testing Centre".  ii. Experience in handling installation, STW (Setting to Work) and commissioning of Electrical weapon systems / operating and maintaining gas turbines (preferably LM 2500) on board IN Ships / Experience in dealing with Naval / Coast Guard Authorities, CDA, Navy, Cargo clearance by Air & Sea, liasoning with various Materials Organizations / Authorities will be an added advantage.  iii. Naval Officers of the rank of Captain and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may also be considered. Captain (TS) and Commander with requisite seniority meeting the experience criteria may be considered.  iv. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of DGM Grade (E-5) for minimum 2 years.  v. For details refer Note 6.
C)	<b>Deputy General Manager</b>  (E-5)	<b>80000-3%-220000</b>	<b>48 yrs.</b>	<b>Technical (IT) – 01 (SC)</b>  <b>(Backlog Vacancy)</b>	Four years full time degree in Engineering or equivalent with 55% overall marks in the discipline of Information Technology / Computer Science / Computer Technology/ Electrical Engineering/ Electronics Engineering  [For detailed qualification grouping, please refer Note	i. 15 years' post qualification experience preferably in client environment on Enterprise Resource Planning using SAP, managing complete IT infrastructure consisting of Tier-II/III Data Centre/DR Centre, managing Networks (WAN & LAN) in diverse geographical locations complying latest Cyber Security & successful implementation of IT based solutions/projects for productivity enhancement in Industry such as Heavy Engineering/Defence Shipbuilding.  ii. Experience of working on emerging Technology, viz. AI, IoT, analytics, Big data, Machine Learning will be an added advantage.

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					- 1 A (ii)]	<p>iii. Naval Officers of the rank of Commander &amp; above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may also be considered.</p> <p>iv. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of SM Grade (E-4) for minimum 2 years.</p> <p>v. For details refer Note 6.</p>
D)	<b>Deputy General Manager</b>  <b>(E-5)</b>  <b>On Fixed Term Contractual Basis for 03 years extendable maximum of 02 years.</b>	80000-3%-220000	48 years	<b>Technical – 01 (UR)</b>	<p>Four years full time degree in Engineering or equivalent with First Class or 60% overall marks in the discipline of Mechanical/ Naval Architecture/ Production/ Electrical/ Electronics.  [For detailed qualification grouping, please refer Note – 1 A (ii)]</p> <p>Desirable-  Post Graduate in Engineering/ Technology</p>	<p>i. 15 years' post qualification experience either singularly or collectively in "Ship building" / "Ship design" / "Ship Repair" / "Overseeing the construction / repair of Naval Ships or Submarines/ Ship operations/ EMI/EMC Testing Centre".</p> <p>ii. Experience in handling installation, STW (Setting to Work) and commissioning of Electrical weapon systems / operating and maintaining gas turbines (preferably LM 2500) on board IN Ships / Experience in dealing with Naval / Coast Guard Authorities, CDA, Navy, Cargo clearance by Air &amp; Sea, liasoning with various Materials Organizations / Authorities will be an added advantage.</p> <p>iii. Naval Officers of the rank of Commander &amp; above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may also be considered.</p> <p>iv. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of SM Grade (E-4) for minimum 2 years.</p> <p>v. For details refer Note 6.</p>
E)	<b>Deputy General Manager</b>  <b>(E-5)</b>	80000-3%-220000	48 years	<b>Technical – 01 (UR)</b>	<p>Four years full time degree in Engineering (in any discipline) or equivalent with First class or 60% overall marks in any</p>	<p>i. 15 years' post qualification experience out of which at least 05 years either singularly or collectively in following:  (a) Liaison / coordination with various departments of Ministry of Defence / Ministry of External Affairs  (b) Liaison / coordination with Service Head Quarters of Indian</p>

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	<p><b>On Fixed Term Contractual Basis for 03 years extendable maximum of 02 years.</b></p> <p><b>The officer will be initially posted at GRSE's Delhi office.</b></p>				discipline	<p>Armed Forces/ Paramilitary forces.</p> <p>ii. Knowledge of Finance, project Management and experience of working in SAP ERP will be an added advantage.</p> <p>iii. Naval Officers of the rank of Commander &amp; above or equivalent in Army / Air Force / Coast Guard meeting the above experience criteria may also be considered.</p> <p>iv. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of SM Grade (E-4) for minimum 2 years.</p> <p>v. For details refer Note 6.</p>
F)	<p><b>Senior Manager (E-4)</b></p> <p><b>On Fixed Term Contractual Basis for 03 years extendable maximum of another 02 years.</b></p>	70000-3%-200000	45 years	<p><b>Technical – 01 (UR)</b></p>	<p>Four years full time degree in Engineering or equivalent with First Class or 60% overall marks in the discipline of Mechanical/ Naval Architecture/ Production / Electrical / Electronics</p> <p>[For detailed qualification grouping, please refer Note – 1 A (ii)]</p> <p>Desirable- Post Graduate in Engineering/Technology</p>	<p>i. 11 years" post qualification experience either singularly or collectively in "Ship building" / "Ship design" / "Ship Repair" / "Overseeing the construction / repair of Naval Ships or Submarines" / Maintenance jobs on Board ships/ Ship operations/ EMI/EMC Testing Centre.</p> <p>ii. Experience in handling installation, STW (Setting to Work) and commissioning of Electrical weapon systems / operating and maintaining gas turbines (preferably LM 2500) on board IN Ships / Experience in dealing with Naval / Coast Guard Authorities, CDA, Navy, Cargo clearance by Air &amp; Sea, liasoning with various Materials Organizations / Authorities will be an added advantage.</p> <p>iii. Candidates possessing Master Degree in Engineering in Mechanical / Naval Architecture / Production/ Electrical/ Electronics with 09 years' above experience mentioned at Sl. no. (i) &amp; (ii) above.</p> <p>iv. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of Manager (E-3) Grade for minimum 2 years.</p>

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						<p>v. Naval Officers of the rank Lieutenant Commanders and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may also be considered.</p> <p>vi. For details refer to Note 6</p>
<b>G)</b>	<b>Deputy Manager (E-2)</b>	<b>50000- 3%-160000</b>	<b>35 years</b>	<b>Legal-01 (OBC)</b>	Full Time Graduate and full time LLB with 55% marks. The LL.B. Degree must be obtained from an University / Institution recognized by Bar Council of India.	<p>i. 05 years' of relevant post qualification experience in handling matters related to Civil laws, Commercial law (Contracts, Sale of Goods Act, Interest Act), CPC, IPC, Cr.PC, Arbitration law, Companies Act &amp; Insolvency &amp; Bankruptcy Code, Partnership Act and Property Laws etc., before the Hon'ble Supreme Court / High Courts/District Courts including Tribunals</p> <p>ii. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector/Private Practitioners should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years.</p> <p>iv. For details refer Note 6.</p>
<b>H)</b>	<b>Deputy Manager (E-2)</b>	<b>50000- 3%-160000</b>	<b>35 years</b>	<b>Finance-01 (OBC)</b>	Chartered Accountant (CA)/ Cost & Management Accountant (CMA)	<p>i. 05 years' post qualification experience in dealing with financial matters, either singularly or collectively, i.e. "Budgeting", "Costing", "Banking", "Taxation", "Finalisation of accounts", "Exposure in Audit Related matters", "Financial Concurrence in various procurements" and "compliance matters related to Finance".</p> <p>ii. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing</p>

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						comparable CTC of AM Grade (E-1) for minimum 2 years.
<b>I)</b>	<b>Deputy Manager (E-2)</b>	<b>50000- 3%-160000</b>	<b>35 years</b>	<b>HR-01 (OBC)</b>	Full Time Graduate with 02 years full time MBA / PG Degree / PG Diploma or equivalent in Human Resource Management / Human Resource Development / Personnel Management / Industrial Relations / Social Work / Labour Welfare with 55% overall marks.	<p>i. 05 years' post qualification experience in dealing with HR &amp; CSR matters out of which at least 02 years work experience in CSR functions in reputed Corporates/ Government/ Public sector/ autonomous bodies <b>OR</b></p> <p>05 years' post qualification experience in working in Rural Development/ projects funded by Government/ Corporates/ other agencies in reputed Non-Government Organization (NGO) implementing projects related to rural development/ health &amp; sanitation etc. funded by Government/ Corporates/ other agencies</p> <p>ii. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years.</p>
<b>J)</b>	<b>Deputy Manager (E-2)</b> <b>(on Fixed term for a period of 03 years extendable by another 02 years)</b>	<b>50000- 3%-160000</b>	<b>35 years</b>	<b>Medical-01 (OBC)</b> <b>The post is reserved for PwBD (OH)</b>  <b>(Backlog Vacancy)</b>	MBBS degree from any University recognized by Medical Council of India (MCI)	<p>i. 05 years' post qualification experience. Private practitioners with above experience may also be considered.</p> <p>ii. Naval Officers of the rank of Sub-Lieutenant and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may be considered.</p> <p>iii. Candidates from Govt. / PSU / Autonomous organizations should have 2 years' experience in immediate lower grade whereas Candidates from private sector should be drawing comparable CTC of AM Grade (E-1) for minimum 2 years.</p> <p>iv. For details refer Note 6.</p>
<b>K)</b>	<b>Assistant Manager (E-1)</b>	<b>40000- 3%-140000</b>	<b>28 years</b>	<b>Electrical-01 (UR)</b>	Four years full time degree in Engineering in the discipline of Electrical or equivalent with 60% overall marks	NIL

UR=Unreserved; SC=Scheduled Caste; ST=Scheduled Tribe; OBC=Other Backward Class; EWS=Economically Weaker Section; PWBD= Persons with Benchmark Disabilities; OH=Orthopedically Handicapped;

**NOTE:**

**For posts on Fixed Term Contractual basis:** Employees engaged in Fixed Term Contract cannot claim permanency and will not be considered for promotion. However, in later part of recruitment, if it is seen that requirement will be for a longer period, they may be absorbed in the permanent roll based on the proven track record of their performance and subject to Organizational requirement and availability of vacancies. A maximum of 50% of such recruitees could be absorbed in the equivalent induction grade in Officer Category.

**1. A. EDUCATIONAL QUALIFICATION**

i. Four years Full Time Engineering Degree (BE, B Tech) with First Class or 60% Overall Marks (55% for SC/ST/OBC/PwBD as applicable). Lateral entry to 3<sup>rd</sup> semester of 8 semester course / 2<sup>nd</sup> year of 4 years course will also be considered as equivalent qualification.

**ii. Grouping of Disciplines in Engineering Degree – Technical disciplines**

- Mechanical – Mechanical/ Mechanical & Industrial Engg./ Mechanical & Production Engg./ Marine Engg.
- Electrical – Electrical/ Electrical & Electronics/ Electrical & Instrumentation
- Electronics – Electronics/ Electronics & Communication/ Applied Electronics & Instrumentation/ Electronics & Telecommunication/ Electronics & Instrumentation/ Instrumentation & Control
- Naval Architecture – Naval Architecture/Naval Architecture & Shipbuilding/ Naval Architecture & Ocean Engg./Naval Architecture & Marine Engg./Ocean Engg. & Naval Architecture/Naval Architecture & Offshore Engg.
- Production- Production Engineering/ Production Engineering & Management/ Production & Industrial Engineering/Manufacturing Technology/Engineering
- Computer/IT – Computer Science/Information Technology/Computer Technology

iii. Only the above mentioned disciplines will be considered for the recruitment process. Courses / Disciplines with equivalence to the above will not be considered. For all the posts the qualification mentioned at Graduate level (for Technical posts) would be of full time only. No Part Time/Correspondence course will be accepted.

iv. Post Graduate Integrated Degree Courses will also be allowed for Engineering disciplines in Technical posts. Also, Graduate + LL.B integrated course is allowed for Legal post. The integrated Professional Technical/ Legal qualification should be of 5 years duration after 10+2 qualification.

v. AICTE / UGC / Government of India recognized / approved Degree / PG Degree courses in concerned discipline (as referred above) awarded by University / Institution recognized by Govt. of India will only be considered.

vi. The date of declaration of result / issuance of mark sheet shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account.

vii. Candidates having Master degree in Engineering must possess the minimum qualification prescribed against the post.

viii. Wherever grades e.g. CGPA/OGPA/DGPA (as applicable) are awarded, the following method will be adopted for conversion to equivalent percentage of marks:

- a) The conversion of CGPA to percentage of marks would be based on the procedure certified by the University / Institution from where they have obtained the qualifying degree. Documents viz. Mark sheet / Final / Provisional Degree / Letter issued by competent authority of the respective University/Institution will be considered for ascertaining the CGPA to Percentage conversion criteria.
- b) In case the University/Institution does not have any criteria for converting CGPA into equivalent percentage of marks, it has to be categorically mentioned in the Mark sheet / Final / Provisional Degree / Letter issued by competent authority of the respective University/Institution. In such cases, the equivalence would be established by dividing the candidate's CGPA by the maximum possible CGPA and multiplying the result with 100.

## 2. MAXIMUM AGE LIMIT

- i. Maximum age limit for applicants in the respective posts is indicated above. under UR Category is **50 years for Additional General Manager, 48 years for Deputy General Manager, 45 years for Senior Manager, 35 years for Deputy Manager and 28 years for Assistant Manager as on 01 Jan 2023.** However, relaxation of age for SC/ST/OBC/Persons with Benchmark Disability (PwBD) / Ex-Serviceman will be as per Govt. rules. The relaxation in age limit for PwBD candidates shall be applicable irrespective of the fact whether the post is reserved or not. Age is not a bar for internal candidates.
- ii. Maximum age as on cut-off date after all relaxations for all categories (SC/ST/OBC/PwBD/Ex-Servicemen) and internal candidates shall not exceed 56 years.
- iii. Relaxation in the upper age limit mentioned against each post may be granted to any candidate to extent of excess years of relevant post qualification experience possessed by the candidate vis-à-vis the notified years of post-qualification experience for each post.

## 3. RESERVATION

- i. Reservation for SC / ST / OBC / PwBD as applicable has been indicated against each post. However, candidates from reserved category fulfilling eligibility criteria may also apply for the posts earmarked for UR as per Government Rules.
- ii. Persons with Benchmark Disability category are required to produce Medical Certificate in prescribed format issued by the Competent Authority as stipulated in The Rights of Persons with Disabilities Act, 2016 having minimum 40% or more disabilities in the category as the case may be.
- iii. Category (SC/ST/OBC/PwBD/EWS) once entered in the Online Application form will not be allowed to be changed and no benefit of other category will be admissible later on.
- iv. OBC candidates at the time of interview have to submit declaration to the effect that the incumbent does not fall in Creamy Layer section and also to produce non-creamy layer certificate in the prescribed format as applicable for appointment for the posts under Govt. of India and Central Govt. Public Sector Undertaking. OBC (non-creamy layer) certificate by the Component Authority should be issued in the current year.
- v. SC/ST/OBC candidates applying for a post where there are no vacancies in their respective reserved categories, will be treated as General candidates and no relaxation in any criteria will be applicable to these candidates. However, they may indicate their actual category in Online Application so as to avail of application fees concession as applicable.



#### 4. APPLICATION PROCEDURE

- i. All candidates have to submit application **ONLINE** through 'Career section' of GRSE website [www.grse.in](http://www.grse.in) or on <https://jobapply.in/grse2023> .
- ii. All candidates are required to apply **ONLINE** and upload documents supporting age, caste, education, experience etc. in the Online application. In addition to that, take print out of auto generated filled in Application Format, put their signature at designated places and send it along with self-attested copies of testimonials/certificates in support of Date of Birth, Caste, Educational & Professional qualification, Experience, CTC/Pay-scale, Ex-Serviceman, PH etc. through **ORDINARY POST** only to **Post Box No. 3076, Lodhi Road, New Delhi – 110003**, so as to reach within **13 Feb 2023**. The envelope containing the application and supporting documents should be super-scribed with "**GRSE Employment Notification No. 2023/01 (OS)**" and "**Post Applied for \_\_\_\_\_**".
- iii. Serving candidates of Govt. / Semi-Govt. / PSUs / Autonomous Organization are further required to forward the auto-generated printout along with self-attested copies of supporting documents **through proper channel** to the address mentioned above or produce **No Objection Certificate (NOC)** at the time of interview. A candidate may be interviewed without NOC but he/she will not be entitled to any pay-protection benefit and service transfer benefit on joining, if selected.
- iv. Please note that candidature of the candidate is liable to be cancelled if he / she submit more than one application for same post.
- v. GRSE will not be responsible for any delay / loss in postal transit of any application or communication.
- vi. The detailed procedure of application and other details are available in "Career Section" of GRSE Website: [www.grse.in](http://www.grse.in) and also in <https://jobapply.in/grse2023> .
- vii. **All correspondence with candidates shall be done through e-mail only. All information regarding Interview Call Letter etc. shall be provided through e-mail uploaded at the time of application/uploading on GRSE website.** Responsibility of receiving, downloading and printing of Interview Call Letter or any other information shall be of the candidate only. GRSE will not be responsible for any loss of e-mail sent, due to invalid/wrong e-mail ID provided by the candidate or delivery of e-mails to Spam/Bulk mail folder for delay/non-receipt of information if a candidate fails to access his/her mail/website in time or DND activated mobile no. etc.

#### 5. SELECTION PROCESS

**(A) The selection for all posts except Assistant Managers will be through interview only.**

**(B) Selection Process for Assistant Manager**

- (i) Written Test will be scheduled **tentatively** in the month of February 2023 at Kolkata.
- (ii) No TA will be paid to the candidates for appearing in the written test.
- (iii) Pattern of Written Test will be as follows:

<u>Type of Question</u>	<u>No. of Questions</u>	<u>Marks</u>	<u>Remarks</u>
Part-I Discipline Knowledge Questions	60	60	<ul style="list-style-type: none"> <li>• Duration of Written test – 90 minutes</li> <li>• Question paper language - Bi-lingual (English and Hindi).</li> <li>• Question paper type - Objective type with Multiple Choices Questions.</li> </ul>
Part-II General Management Aptitude Test (Mental Ability, Reasoning, English, Data Analysis, Numerical Ability etc.)	25	25	
<b>TOTAL</b>	<b>85</b>	<b>85</b>	

(iv) In case any ambiguity / dispute arises on account of interpretation in versions other than English, the English version will prevail.

(v) Based on the performance in Written Test, candidates will be shortlisted / called to appear for Interview. Candidates appearing for interview have to produce final mark-sheet/certificate before interview.

**(C) SERVICE AGREEMENT BOND FOR ASSISTANT MANAGERS**

Candidates joining GRSE in Assistant Manager (Grade-E1) will have to execute a Service Agreement Bond to serve the company for 3 years. An amount towards security deposit of 5% of their Basic pay & DA (as applicable at the time of joining) for 3 years which will be deducted from the monthly pay and will be refunded on the completion of 3 years of service including probation period with normal saving bank interest (SBI rates). Bond value will be the deductible amount for 3 years. This deposit will be forfeited if the joinee leaves the company before completion of 3 years and will be liable to pay the balance bond amount.

**5. APPLICATION FEES**

- Application fees is Rs. 500/- which can be remitted through online mode (Payment Gateway).** Applicants belonging to SC/ST/PwBD/Internal Candidates are exempted from payment of Application Fee.
- The application fee is non-refundable and hence candidates are advised to ensure their eligibility for the post before applying.
- Please refer “**Guidelines to Apply Online**” in the portal <https://jobapply.in/grse2023> for details regarding remittance of Application Fee.
- No other mode of payment will be accepted.

**6. PAY SCALES**

**(i) (a) From Navy/Army/ Air Force/ Coast Guard equivalent post & grade**

<b>Posts</b>	<b>Grade</b>	<b>Pay Scale of the posts advertised</b>	<b>Rank (Navy/Army/Air Force/Coast Guard)</b>
AGM	E-6	90000-3%-240000	Captain or equivalent. Captain drawing Commodore rank pay will also be eligible
DGM	E-5	80000-3%-220000	Commander or equivalent
SM	E-4	70000-3%-200000	Lieutenant Commanders or equivalent
DM	E-2	50000-3%-160000	Sub-Lieutenant or equivalent

(b) **From PSU / Govt. Department:**

The equivalent pay scales in the various grades on CDA and IDA are given below:

Post advertised	Grade	Pay Scale of the posts advertised	Two years immediate lower grade Pay Scale	
			CDA Pay Scales (Rs.)	IDA Pay Scales/ Grade (Rs.)
AGM	E-6	90000-3%-240000	130600-3%-215900	80000-3%-220000
DGM	E-5	80000-3%-220000	78800-3%-209200	70000-3%-200000
SM	E-4	70000-3%-200000	69400-3%-207200	60000-3%-180000
DM	E-2	50000-3%-160000	56100-3%-177500	40000-3%-140000

(ii) **From Private Sector:**

The applicants working in private sector should indicate their salary head wise (monetary/cash part) which forms part of FORM 16 with supporting document. They should indicate their organization structure and their position in the organization hierarchy. The comparable gross salary (monetary/cash part) for the purpose of drawing equivalency in next lower grade of GRSE for a minimum period of 02 years, a lower variance up to maximum of 10% of CTC of equivalent grade in GRSE will be reckoned. The variance may be relaxed upto maximum of 25 % of CTC for Private sector candidates at the discretion of Management. Maximum variance of 40 % of CTC will be considered in case of Private Practitioners [applying for the post of DM (Legal), DM (Medical)-Fixed Term] at the discretion of Management.

Post advertised for the Grade	CTC of immediate lower grade (Rs.)
AGM (E-6)	23.75 Lakhs DGM (E-5)
DGM (E-5)	20.78 Lakhs SM (E-4)
SM (E-4)	17.81 Lakhs MGR (E-3)
DM (E-2)	11.88 Lakhs AM (E-1)

7. **GENERAL TERMS AND CONDITIONS**

- (i) The mere fact that a candidate has submitted application against the advertisement and apparently fulfilling the eligibility criteria as prescribed in the advertisement would not bestow on him/her the right to be definitely considered for selection process.
- (ii) The experience mentioned against the post excludes any kind of traineeship including Management Trainee / Graduate Engineer Trainee etc.
- (iii) In addition to Basic pay, Industrial DA, HRA, other perks (35% of basic pay), CPF, Gratuity etc. are admissible as per the Rules. **The present CTC per annum for the advertised posts is given below:**

Post advertised for the Grade	CTC (Rs.)
AGM (E-6)	26.72 Lakhs
AGM (E-6) (Fixed Term)	25.24 Lakhs
DGM (E-5)	23.75 Lakhs
DGM (E-5) (Fixed Term)	22.43 Lakhs
SM (E-4) (Fixed Term)	19.63 Lakhs
DM (E-2)	14.84 Lakhs
DM (E-2) (Fixed Term)-Medical	14.02 Lakhs (plus NPA which is 20% of Basic Pay)

<b>Post advertised for the Grade</b>	<b>CTC (Rs.)</b>
AM (E-1)	11.88 Lakhs

In addition, Performance Related Pay and Hospitalization benefit will be applicable.

- (iv) GRSE reserves the right to fill up all the posts based on suitability or increase / decrease the number of posts to be filled up or cancel any post or even cancel the whole process of recruitment without assigning any reason. In such cases the reservations will be as per the Govt. guidelines.
- (v) Option of Hindi medium shall be given in interview.
- (vi) If selected, the candidates can be posted to any Unit / Project / location of the company.
- (vii) Final selection of candidates is subject to medical fitness by Company's Medical Officer as per company's Recruitment Rules.
- (viii) Interview will be conducted through online / VC mode. However, if Outstation candidates called for interview, reimbursement of the travelling fare as per following rule will be paid by GRSE

<b>Candidates appearing for interview for the Post advertised for the Grade</b>	<b>Entitlement of reimbursement of travelling fare</b>
AGM (E-6), DGM (E-5), SM (E-4), DM (E-2)	Both ways AC Two Tier Railway fare or at actual (whichever is less) by the shortest route (from place of residence/place of work to Kolkata) on production of tickets / receipts for incoming journey
AM (E-1)	Both ways AC Three Tier Railway fare or at actual (whichever is less) by the shortest route (from place of residence/place of work to Kolkata) on production of tickets / receipts for incoming journey

- (x) The decision of GRSE in all matters regarding eligibility, conduct of interview and selection will be final and binding on the candidates and no correspondence will be entertained. **Corrigendum/Addendum if any will be issued in GRSE website only and no other communication will be made either in press or by any other mode.**
- (xi) Management reserves the right to call for any additional documentary evidence in support of education, experience, CTC/Pay-scale etc. of the applicants.
- (xii) **In case, at any time, it is found that the candidate is not meeting the eligibility criteria, the candidature will summarily be rejected forthwith. In that event, no reimbursement of travelling expenses and medical expenses incurred for attending the interview will be made. Hence, candidate must ensure that he/she is absolutely meeting the eligibility criteria and other conditions advertised without any deviation.**
- (xiii) Furnishing of false information or concealment / suppression of factual information will render the candidate unfit for employment and GRSE will not be responsible for any consequence of furnishing of such wrong / false information.
- (xiv) For any dispute, the Jurisdiction shall be Kolkata.
- (xv) For any other query, please e-mail to [recruitment@grse.co.in](mailto:recruitment@grse.co.in)

**8. IMPORTANT DATES**

<b>Sl.</b>	<b>Details</b>	<b>Dates</b>
(a)	Start Date for Online Registration	<b>16 January 2023</b>
(b)	Closing Date for Online Registration	<b>06 February 2023</b>
(c)	Remittance of Application fees	<b>16 January 2023 to 06 February 2023</b>
(d)	Receipt of hardcopy of application signed by candidate along with Certificates / testimonials in support of eligibility through Ordinary post only.	<b>13 February 2023</b>

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