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UDUPI COCHIN SHIPYARD LIMITED (UCSL)

MALPE, KARNATAKA

Wholly Owned subsidiary of Cochin Shipyard Limited

(Ministry of Ports, Shipping and Waterways, Government of India)

Vacancy Notification Ref.No. UCSL/IMS/HR/VN/F/11- AGMs/DMs/CCN/88 dated 05 June 2026

Udupi Cochin Shipyard Limited (UCSL), Malpe in Karnataka State, a wholly owned subsidiary company of Cochin Shipyard Limited (CSL), invites **Online applications** from Indian citizens, fulfilling the eligibility requirements for filling up of the following **Executive posts on permanent rolls in Udupi Cochin Shipyard Limited (UCSL) Kochi.**

A. Name of Posts, Educational Qualification & Experience:

TABLE 1

Sl. No.	Name of Posts	Educational Qualification & Experience
1	Assistant General Manager (Engineering)	**Educational Qualification:** **Essential:** Degree in Mechanical or Naval Architecture or Production Engineering or Marine Engineering with minimum of 60% marks from a recognized University. **Desirable:** Proficiency in Computer Applications like AutoCAD, SAP, MS Project, MS Office etc. **Experience:** **Essential:** a) Minimum of 15 years post qualification managerial experience in • Shipbuilding or • Ship repair or • Offshore Fabrication or • Petrochemical Industry or • Marine related Engineering companies or • Government / Semi Government Companies / Establishments. b) Experience shall be in the areas of Hull fabrication/Structural outfitting/Machinery/Piping/ Painting /Accommodation outfitting. c) In case of applicants working in the regular cadre in PSUs/ Government/ Autonomous bodies, one year experience shall be in the immediate lower scale of pay or equivalent. d) The applicants working in private sector or on contract rolls in PSUs / Government/ Autonomous bodies shall be drawing CTC (only monetary/cash part) / Basic Pay comparable to the immediate lower scale of pay of UCSL.

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Sl. No.	Name of Posts	Educational Qualification & Experience
		Desirable: 5 years shall be as a team lead or section head of a shipbuilding/offshore engineering related project.
2	Deputy Manager (Mechanical)	**Educational Qualification:** **Essential:** a) Degree in Mechanical or Marine or Naval Architecture Engineering from a recognized University. **Or** b) Minimum of three-year Diploma in Mechanical or Marine or Shipbuilding Engineering from a State Board of Technical Education. **Desirable:** Proficiency in Computer Applications like AutoCAD, SAP, MS Project, MS Office etc. **Experience:** **Essential:** a) For the educational qualification specified in the category a) above - Minimum of 7 years post qualification managerial experience. b) For the educational qualification specified in the category b) above - Minimum of 10 years post qualification managerial experience. c) Experience shall be in the areas of Hull fabrication/Structural outfitting/Machinery/Piping/ Painting /Accommodation outfitting/Planning in a • Shipbuilding or • Ship repair or • Offshore Fabrication Company or • Petrochemical Company or • Marine related Engineering Company or Marine related Government / Semi Government Company / Establishment. d) In case of applicants working in the regular cadre in PSUs/ Government/ Autonomous bodies, one year experience shall be in the immediate lower scale of pay or equivalent. e) The applicants working in private sector or on contract rolls in PSUs / Government/ Autonomous bodies shall be drawing CTC (only monetary/cash part) / Basic Pay comparable to the immediate lower scale of pay of UCSL. **Desirable:** Experience of working in an ERP /SAP/Auto CAD/ computerized environment.

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B. Important Dates:

Commencement of Online Application : 05 June 2026
Last Date of Online Application : 30 June 2026

C. Grade, Name of Post, No. of Vacancies and Reservation:

TABLE 2

Sl. No	Name of the Post	Grade	UR	OBC	SC	Total
1	Assistant General Manager (Engineering)	E5	1	1	-	2
2	Deputy Manager (Mechanical)	E2	2	-	*1	3
	Total		**3**	**1**	**1**	**5**

***Backlog Vacancy**

(i) UCSL reserves the right to increase / decrease the number of vacancies or not to fill up the vacancy or cancel the recruitment process, as per its requirement.

(ii) UCSL is engaged in hazardous operation. Deployment of PwBD are likely to put them at serious risk, hence have not been included.

D. Pay Scale, Benefits & Place of Posting:

(i) Pay scale:

TABLE 3

Grade	Pay scale
E5	₹ 80000-3%-220000
E2	₹ 50000-3%-160000

(ii) Monthly Emoluments as on date: -

TABLE 4

Sl No	Wage Type	Amount (₹)	
		Assistant General Manager (E5 grade)	Deputy Manager (E2 grade)
1	Basic pay	₹ 80,000	₹ 50,000
2	DA (at present 54.1%)	₹ 43,280	₹ 27,050
3	HRA (at present 20%)	₹16,000	₹ 10,000
4	Perks & Allowances (35%)	₹ 28,000	₹ 17,500
	Total	**₹ 1,67,280**	**₹ 1,04,550**

(iii) Other benefits include Contributory Provident Fund, National Pension System, Gratuity, Accident Insurance coverage, Reimbursement of Medical expenses under the Contributory Medical Insurance policy, leave encashment, Performance related Payment etc. as admissible shall be applicable for the posts.

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(iv) The posting shall be at **UCSL Kochi unit/any other UCSL units/ project sites as desired by UCSL.** The appointment to the posts carries with it the obligation to serve in any department of UCSL or on-board ships or in any of the units / work sites/ projects undertaken in any part of India or abroad as the case may be.

(v) Selected candidate shall be placed in the minimum of the pay scale and pay protection will not be considered.

E. Age:

(i) The upper age limit prescribed for the post of Assistant General Managers shall not exceed 50 years as on **30 June 2026. i.e., applicants should be born on or after 01 July 1976**.

(ii) **The upper age limit prescribed for the post of Deputy Manager shall not exceed 35 years as on 30 June 2026. i.e., applicants should be born on or after 01 July 1991.**

(iii) The upper age limit is relaxable by 3 years for OBC (Non-Creamy Layer) candidates and 5 years for SC candidates, in post reserved for them.

(iv) The upper age limit shall be relaxable by 10 years for Ex-servicemen for the post of Deputy Manager and 5 years for the post of Assistant General Manager. However, in no case, age limit after applying all age relaxations shall exceed 45 years for the post of Deputy Manager and 55 years for the post of Assistant General Manager.

F. Method of Selection:

(a) The selection process shall be held at UCSL, Malpe/Kochi, or interview through electronic media or any other location as decided by UCSL.

(b) The method of selection shall include a Power Point Presentation, Group discussion and Personal Interview. Candidates who are provisionally short-listed for the posts shall be required to do the Power Point Presentation highlighting their work experience (duration of not more than ten minutes). The work experience shall be assessed by selection committee based on the documents submitted by the candidates and the power point presentation on work experience. Based on the Power Point Presentation, the candidates shall be further short-listed for Group discussion and Personal Interview. Only candidates who are meeting the notified work experience and job requirements shall be permitted to attend Group discussion & Personal Interview. The marks shall be assigned to the short-listed candidates based on the following parameters for final selection:

• Work Experience in the relevant job/ area	:	40 marks
• Power Point Presentation on work experience	:	30 marks
• Group Discussion	:	10 marks
• Personal Interview	:	20 marks
Total	**:**	**100 Marks**

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(c) UCSL reserves the right to scrutinize applications for the posts 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.

G. Conditions:

a) Reservation:

(i) Government of India Directives on reservation shall apply.

(ii) Applicants belonging to SC or OBC (Non-Creamy Layer), should produce a valid recent community certificate in the prescribed format issued by the Revenue Authority not below the rank of the Tahsildar, failing which their candidature shall not be considered against the reserved post, and for other concessions or relaxations applicable to the category.

b) Qualification:

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

(ii) Those applicants having qualifications equivalent to any of the prescribed qualifications should submit Equivalency Certificate issued by the Competent Authority and without such certificate, their candidature shall not be considered.

(iii) The applicants are required to fill in the exact percentage of marks scored by them in the qualifying examination in the online application submitted for the posts. Some Universities/Institutes /Examination Boards do not award Class or Percentage of marks and allot Aggregate Grade Points (e.g. CGPA/OGPA/CPI, etc.). In case University/Institute/ Examination Board defines criteria for conversion of Aggregate Grade Point into Class and/or percentage of marks, the same shall be accepted. The candidate may also produce the percentage conversion certificate issued by the University. However, where the University/ Institute/Examination Board does not define criteria or provide percentage conversion certificate for conversion of Aggregate Grade Point into Class and/or percentage of marks, the Aggregate Grade Points may be multiplied by 10 to get the required percentage of marks

c) Experience:

(i) **Experience acquired after the date of passing of the qualification stipulated as per the above requirements shall only be considered. Period of post qualification experience shall be reckoned as on 30 June 2026.**

(ii) Training period in any organisation shall not be counted as work experience, including the period of executive training, management training, apprentice training, advanced training or any other training.

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(iii) **Experience Certificates obtained from Companies registered under the Companies Act 1956 or Foreign Companies of equivalent status shall only be considered for short listing and for consideration for selection.**

(iv) Applicants who are presently working in any company (Private/ Public sector/ Govt.), **in the absence of an experience certificate**, should submit copy of **Appointment / Offer letter issued by the company, latest Pay Slip / copy of last Pay drawn and CTC Certificate during the current financial year/IT Form-16 of the previous financial year** as proof of work experience. **For past employment, experience certificate indicating the date of joining as well as relieving should be submitted. In case of applicants working in private sector or contract rolls, document for CTC breakup clearly indicating the monthly, annual components, benefits and payslip should be submitted.** The applicants should submit all certificates to establish the experience claimed in their online application, failing which their candidature shall be cancelled and they shall not be considered for further selection.

(v) Applicants in regular Government service or in Government owned industrial or other similar organizations should submit their applications online directly to UCSL. However, such applicants are required to upload a declaration (as per **Annexure – I**) that they have informed in writing to their employer that they have applied for the post notified by UCSL. Candidature of such applicants will not be considered if any objection received from the employer.

(vi) Applicants who are Ex-servicemen should submit **Discharge Certificate/ Book/ Pension Payment Order from the Armed Forces.** Those ex-servicemen having Degree endorsed in their Discharge Certificate/ Book should have working experience in the relevant discipline in the Armed Forces. Such qualification acquired during service period shall also be considered for calculation of post qualification experience. Ex-servicemen claiming equivalency of Degree in discipline should produce the certificate of equivalency or endorsement in the Discharge certificate of the same with authority (refer order issued by the Govt. of India), should produce certificates indicating qualification and work experience in the relevant discipline in the Armed Forces, as proof of experience. They should produce experience certificate from the authorities concerned, failing which their candidature shall not be considered.

(vii) Those ex-servicemen, on re-employment in any Government job on civil side after availing of the benefits given to him as an ex-serviceman, his ex-serviceman status for the purpose of re-employment in Government shall be governed by DoPT OM Nos. 36034/27/84-Estt (SCT) dated 02.05.1985, 36034/6/90-Estt (SCT) dated 10.10.1994 and 36034/1/2014-Estt (SCT) dated 14.08.2014. **All ex-servicemen shall submit an undertaking along with the online application, that he has not been re-employed in Government after availing the benefits for ex-servicemen** (as per **Annexure – II**).

(viii) 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 uploaded while submitting their online application for the posts notified.

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d) Application Fee:

(i) Application fee of **₹ 1,000/- (non-refundable, plus bank charges extra) should be remitted using the Online payment options (Debit card/Credit card/Internet Banking)** which can be accessed through our Online application facility from **05 June 2026 to 30 June 2026.** No other mode of payment shall be accepted.

(ii) **Applicants belonging to the Scheduled caste (SC)/Scheduled Tribe (ST) need not pay application fee.** They are exempted from payment of application fee.

(iii) All applicants for whom the fee is applicable, i.e. except those mentioned at (ii) above should pay the application fees. **It is important to note that their candidature shall be considered only on receipt of application fee.**

e) How to Apply:

(i) **Applicants should go through the User Manual and FAQ published in the link www.cochinshipyard.in (Career page→ UCSL, Malpe,) or www.udupicsl.com (Career page)** before filling the online application. The application consists of two phases **– One time Registration and Submission of application against the posts 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 the website **www.cochinshipyard.in (Career page→ UCSL, Malpe) or www.udupicsl.com (Career page) from 05 June 2026 to 30 June 2026. Application submitted direct or by any other mode shall not be accepted**.

(iii) Applicants should ensure that all certificates towards proof of age, educational qualification, experience, caste, etc and a recent passport size colour photograph are uploaded in the SAP online application portal, failing which their candidature shall not be considered and shall be rejected.

(iv) Applicants should ensure that all the entries in the online application have been correctly filled in and application submitted successfully. Change in the data provided in the application after final submission of the same through online will not be considered. **Filling of garbage/junk details in any of the fields can lead to rejection of application.**

(v) Application must be complete in all respects as per this Advertisement Notification. **Please note that incomplete applications /withdrawn applications / applications in draft status shall not be considered**. On successful submission of the application, the status of the application shall be shown as **"In process".** After submission of the application, the applicant shall log in to My Applications and ensure that the application status is **"In process"** to ensure the process is complete. No refund of fees shall be considered after successful submission of application or withdrawal of application.

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(vi) **After applying through online, applicants should retain a soft copy/ printout of the online application containing the unique registration number generated by the system for their reference. It is important to note that, the unique registration number shall be obtained only upon successful submission of online application.** The Registration Number on the online application should be quoted for any correspondence with UCSL.

(vii) ***Applicants need not send the online application print out/ certificates/ application fee in the form of DD/Challan/Cheque by post to Udupi Cochin Shipyard Ltd, Malpe/Kochi.***

(viii) The website will remain functional for the purpose of submitting applications from **05 June 2026** and the last date for submission of applications through online is **30 June 2026.** In order to avoid heavy traffic in website on the last date that may result in non-submission of application, applicants are advised to log in to UCSL/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 the application portal by email/phone after 1600 hrs. on the last date.***

f) General:

(i) **Applicants are advised to make sure that they are meeting the eligibility requirements as per the vacancy notification for the posts before submitting the applications.**

(ii) Definition of Ex-serviceman: - Ex-serviceman is a person

a) Who has served in any rank whether as combatant or non-combatant in a Regular Army, Navy and Air Force of the Indian Union, and
   i. Who either has been retired or relieved or discharged from such service whether at his own request or being relieved by the employer after earning his or her pension; or
   ii. Who has been relieved from such service on medical grounds attributable to military service or circumstances beyond his control and awarded medical or other disability pension; or
   iii. Who has been released from such service because of reduction in establishment;

b) Who has been released from such service after completing the specific period of engagement, otherwise than at his own request, or by way of dismissal, or discharge on account of misconduct or inefficiency and has been given a gratuity; and includes personnel of the Territorial Army, namely, pension holders for continuous embodied service or broken spells of qualifying service; Or

c) Personnel of Army Postal Service who are part of Regular Army and retired from the Army Postal Service without reversion to their parent service with pension, or are released from the Army Postal service on medical grounds

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attributable to or aggravated by military service or circumstances beyond their control and awarded medical or other disability pension; Or

d) Personnel, who were on deputation in Army Postal Service for more than six months prior to 14th April, 1987; Or

e) Gallantry award winners of the Armed Forces including personnel of Territorial Army; Or

f) Ex-recruits boarded out or relieved on medical ground and granted medical disability pension.

(iii) UCSL reserves the right to call for any additional documentary evidence from applicants 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 **career@udupicsl.com** However, UCSL shall not be responsible for any delay/non-receipt of such e-mails within the stipulated date and time. Replies to any such queries received after the stipulated date and time shall not be considered, and no further correspondence shall be entertained in this regard.

(iv) Original Certificates of the short-listed candidates shall be verified at the time of joining or at any other stage as decided by UCSL. Candidature is purely provisional subject to verification of original certificates in proof of age, qualification, experience, caste, medical fitness etc. and meeting the notified eligibility requirements. At the time of certificate verification/joining, if the candidates short-listed are found not meeting the eligibility requirements or fail to produce certificates in original or if at any stage, it is found that any information furnished by the candidate is false/incorrect or there has been suppression of facts and information, the candidate shall not be considered for selection and candidature/ appointment will be cancelled/rejected without further notice.

(v) All candidates appearing for Personal Interview, shall be reimbursed single to & fro third AC Rail fare as admissible for the posts as per company rules by the shortest route from the mailing address mentioned in their online application form to UCSL, Kochi, on production of proof. Candidates claiming travel re-imbursement are required to submit the copy of front page of **Savings bank passbook with account number and IFSC code**, at the time of certificate verification and the eligible amount of reimbursement shall be credited to their bank account through NEFT. Reimbursement of travel fare shall only be made to those candidates who submit the above details. However, at the time of certificate verification, if it is found that the candidate does not fulfill any of the notified eligibility conditions, he/she shall neither be allowed to attend selection process nor be paid any travelling allowance. This clause shall not apply in case of selection conducted through electronic media.

(vi) **No correspondence regarding the rejection of application in case of ineligibility shall be entertained.**

(vii) **Call letters shall not be sent to short-listed candidates by post**. They shall be informed to download call letter by e-mail/through CSL website **www.cochinshipyard.in** (Career page→ UCSL, Malpe) or UCSL website

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www.udupicsl.com (Career page). **Schedule of the selection process shall be intimated to the short-listed applicants through E-mail/ CSL website www.cochinshipyard.in (Career page→ UCSL, Malpe) or UCSL website www.udupicsl.com (Career page)**. Candidates are requested to frequently check the above website for updates related to the selection.

(viii) Mere submission of application through online Issue of call letter and attending selection process, shall not confer any right to the applicant of acceptance of candidature or cannot be construed as an acknowledgement of fulfilling the eligibility criterion or does not constitute an offer of appointment, and will not entitle the applicant to any claim for employment in UCSL.

(ix) Appointment of selected candidates will be subject to verification of character and antecedents and verification of caste certificates if applicable.

(x) The candidates short-listed for appointment should undergo a medical examination in the hospitals as prescribed by UCSL. The appointment of the candidate may be subject to certification of medical fitness.

(xi) UCSL shall not bear any liability on account of salary/leave salary/gratuity/pension contribution etc, if any related to previous employment of any candidate already working in Government/Public Sector Undertakings.

(xii) Rank lists shall be maintained for all the posts and the validity of the rank list shall be up to 18 months from the date of reporting of the last candidate, from the list of candidates advised to join on publication of the result, or until a fresh notification for the same post is issued. The rank list may be operated only if a vacancy occurs either due to the non-joining of a candidate advised to join from the rank list or due to subsequent separation of a candidate selected from the rank list, at the discretion of UCSL.

(xiii) Notwithstanding the above or any other conditions, UCSL reserves the right not to fill up the vacancies notified. Further, the filling up of the notified vacancies shall be subject to the suitability of candidates in the rank list, availability of projects and job requirements. UCSL reserves the right to restrict/ alter/cancel/modify the recruitment process, if need so arises without notice or assigning any reasons thereof.

(xiv) Submission of an application shall be considered as unconditional acceptance of all terms and conditions of this vacancy notification by the applicant.

(xv) All documents related to this selection shall be preserved for a period of two years from the date of publication of results.

(xvi) Any legal proceedings in respect of any claim or dispute arising out of this advertisement and/or an application in response thereto and selection process thereafter can be instituted only in the Courts/Tribunals/Forums at Udupi and such Courts/ Authorities shall have sole and exclusive jurisdiction.

(xvii) Any amendment, modification or addition to this advertisement shall be published in the UCSL/CSL website only.

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(xviii)For any further clarification related to the advertisement and conduct of selection, please contact us via e-mail career@udupicsl.com Or Landline Number **0820 2538604.**

"CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION"
"ONLY INDIAN NATIONALS NEED TO APPLY"

Sd/-
MANAGER (HR & IR)