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COCHIN SHIPYARD LIMITED
A GOVERMENT OF INDIA ENTERPRISE
A MINIRATNA SCHEDULE A COMPANY UNDER
THE MINISTRY OF PORTS, SHIPPING AND WATERWAYS

Vacancy Notification Ref No. CSL/P&A/RECTT/CONTRACT/OPERATORS/2025/13
Dated 03 November 2025

Cochin Shipyard Limited (CSL), a listed premier Miniratna Schedule 'A' Company of Government of India, invites **Online Applications** from Indian citizens fulfilling the eligibility requirements, for filling up of the following posts of **Operators on contract basis for CSL:-**

I. Name of Posts, Educational Qualification, Experience & Job Requirements:-

TABLE 1

Sl. No.	Name of Posts	Educational Qualification	Experience	Job Requirements
1	Operator (Forklift / Aerial Work Platform) on contract basis	Pass in VII Std. and possess valid Heavy Vehicle / Forklift Driving Licence.	Minimum one year of experience in operation of Forklift / Aerial Work Platform.	Obtain work schedule. Plan, inspect and operate the Material Handling equipment, unload, load and distribute parts and material throughout work sites with the use of Heavy equipment, ensure movement of goods be carried out as per standard operating procedures (SOP). Conduct daily safety checks on equipment before usage.
2	Operator (Diesel Cranes) on contract basis	Pass in VII Std. and possess valid Heavy Vehicle Driving Licence.	Minimum one year of experience in operation of Diesel Cranes.	

II. Important Dates:

Commencement of Online Application : 05 November 2025
Last Date of Online Application : 21 November 2025

III. No. of Vacancies & Reservation:

TABLE 2

Sl. No.	Name of Posts	UR	OBC	SC	EWS	TOTAL
1	Operator (Forklift / Aerial Work Platform)	10	6	6	2	**24**
2	Operator (Diesel Cranes)	2	-	1	-	**3**
Total		**12**	**6**	**7**	**2**	**27**

a) Preference shall be given to candidates who are belonging to Ex-Servicemen/CAPF categories for appointment. CSL reserves the right to increase / decrease the number of vacancies or not to fill up any of the vacancies or cancel the recruitment process, as per project requirements.

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b) The job of operator involves driving vehicles including materials handling vehicles, in factory premises. Deployment of PwBD is likely to put them and others at serious risk. Hence PwBD candidates shall not apply.

IV. Period of Contract & Place of Posting:

a) The contract tenure of the above posts is for a maximum period of five years subject to project requirements and individual performance.

b) The posting shall be at CSL/project sites as desired by CSL. The appointment to the posts carries with it the obligation to serve in any department of CSL or on-board ships or in any of the work sites/ projects undertaken by CSL.

V. Remuneration:

a) The monthly consolidated pay during the first year of contract is ₹ 27,000/-, and an annual increase shall be applicable in the subsequent years.

b) Extra hour payment at double rate limited to maximum 25 hours per month for working on holidays shall also be applicable.

VI. Age:

a) **The upper age limit prescribed for the posts shall not exceed 45 years as on 21 November 2025, i.e. applicants should be born on or after 22 November 1980.**

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

c) The upper age limit for Ex-servicemen and Retired CAPF Personnel who meet the experience requirement shall be 60 years. The end of the contract for Ex-servicemen and Retired CAPF Personnel shall be 5 years from the start date of the contract or 60 years of age, whichever is earlier.

VII. Method of Selection:

a) The method of selection shall be through **Practical Test (100 marks).**

b) The minimum pass mark for Practical test shall be as below:-
For unreserved posts and EWS candidates – 50 % of Total Marks,
For OBC Candidates – 45 % of Total Marks only for vacancies reserved for OBC,
For SC Candidates – 40% of Total Marks only for vacancies reserved for SC.

c) CSL may relax the minimum pass mark, if the number of qualified candidates is insufficient.

d) Candidates who successfully complete the certificate verification shall only be permitted to attend the Practical Test, which shall be scheduled on the same date or on a later date.

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e) Depending upon the number of online applications received, CSL reserves the right to scrutinise applications for the posts and prepare shortlist of candidates based on meeting eligibility requirements ascertained through the certificates uploaded by the applicants in the online application portal and only such shortlisted candidates may be permitted to attend the selection process.

f) The selection shall be subject to verification of eligibility requirements (age, educational qualification, reservation and experience etc.) for which the candidate should produce the original certificates in proof of age, educational qualification, experience and certificates for reservation categories along with self-attested copies at the time of Certificate Verification, failing which they shall not be considered for further selection.

g) Rank lists for the posts shall be prepared based on marks secured by the candidates meeting the notified eligibility requirements and who pass in the Practical test. In case, same marks are secured by more than one candidate, relative merit shall be decided based on seniority in age.

VIII. Conditions:

a) Reservation

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

(ii) Applicants belonging to EWS category should produce a *valid Income and Asset Certificate* issued by any of the following authorities in the prescribed format. This certificate shall only be accepted as proof of applicant's claim as belonging to EWS, failing which their candidature shall not be considered against reservation under EWS category:-

- District Magistrate/Additional District Magistrate/ Collector/ Deputy Commissioner/Additional Deputy Commissioner/ 1st Class Stipendary Magistrate/ Sub-Divisional Magistrate/ Taluka Magistrate/ Executive Magistrate/ Extra Assistant Commissioner.
- Chief Presidency Magistrate/Additional Chief Presidency Magistrate/ Presidency Magistrate.
- Revenue Officer not below the rank of Thahsildar and
- Sub-Divisional Officer or the area where the candidate and/or his family normally resides.

(iii) Applicants belonging to SC or OBC (Non Creamy Layer) should produce a *valid recent community certificate* issued by the Revenue Authority not below the rank of the Thahsildar, failing which their candidature will not be considered against the reserved posts, and for other concessions/relaxations applicable to the categories.

b) Qualification

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

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(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.

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 21 November 2025.**

(ii) Training with remuneration shall be treated as experience.

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

(iv) Applicants who are Ex-servicemen should submit **Discharge Certificate/ Book/ Pension Payment Order from the Armed Forces**. Those ex-servicemen having qualification endorsed in their Discharge Certificate/ Book should have working experience in the relevant trade 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 qualification 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 trade in the Armed Forces, as proof of experience and produce the same during certificate verification process. They should produce experience certificate from the authorities concerned, failing which their candidature shall not be considered.

(v) Applicants who are retired CAPF personnel shall produce Discharge Certificate and all certificates indicating experience in the relevant discipline from the authorities concerned.

(vi) 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.

(vii) ***Applicants who are in the final year of contract on rolls of CSL as on date of this vacancy notification are also eligible to apply, subject to meeting all other notified requirements. Those who are in the first year and second year of contract are not eligible to apply for the same posts.***

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d) Application Fee

(i) **Application fee of ₹ 200/- (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 November 2025 to 21 November 2025.** No other mode of payment shall be accepted.

(ii) **Applicants belonging to 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 belonging to SC/ST should pay the application fee as stipulated above. 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→ CSL, Kochi)** 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 our website www.cochinshipyard.in (**Career page → CSL, Kochi**) **from 05 November 2025 to 21 November 2025. 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 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 candidate 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.

(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.** The Registration Number on the online application should be quoted for any correspondence with CSL.

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

(viii) The website will remain functional for the purpose of submitting applications from **05 November 2025** and the last date for submission of applications through online is **21 November 2025**. In order to avoid heavy traffic in website on the last date that may result in the non-submission of application, applicants are advised to log in to CSL website and submit applications well in advance before the last date. ***Those who apply on the last date of application may not get any troubleshooting assistance/technical support in SAP application portal by email/phone after 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 as a result 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 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) Definition of retired CAPF Personnel:-

(a) Retired CAPF Personnel is a person who has served in Central Armed Police Forces in any seven security forces of India as follows:

(i) Assam Rifles (AR)

(ii) Border Security Force (BSF)

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(iii) Central Industrial Security Force (CISF)
(iv) Central Reserve Police Force (CRPF)
(v) Indo Tibetan Border Police (ITBP)
(vi) National Security Guard (NSG)
(vii) Sashastra Seema Bal (SSB)
(viii) Special Protection Group (SPG)

(b) Further, retired CAPF Personnel is a person:

(i) who has served in Central Armed Police Forces in and 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 CAPF service or circumstances beyond his control and awarded medical or other disability pension; or

(iii) Who has been released from such service as a result of reduction in establishment;

(iv) 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;

(iv) CSL reserves the right to call for any additional documentary evidence from candidates in support of educational qualification/experience/other notified eligibility requirements as indicated in their online application, and information / replies to such queries should be only through the e-mail **career@cochinshipyard.in**. However, CSL 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.

(v) Original Certificates of the short-listed candidates shall be verified at the time of joining or at any other stage as decided by CSL. 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.

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

(vii) **No TA/DA shall be paid to the candidates for attending the selection process.**

(viii) **Call letters shall not be sent to short-listed candidates by post.** They shall be informed by e-mail/through CSL website to download call letter from www.cochinshipyard.in. **Schedule of the selection shall be intimated to the shortlisted applicants through E-mail/CSL website (Career page → CSL, Kochi).**

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Candidates are requested to frequently check the above website **(Career page → CSL, Kochi)** for updates related to the selection.

(ix) Mere submission of application through online, and Issue of call letter for the 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 CSL.

(x) The vacancies are purely on contract basis for a specific period and CSL is not liable to offer appointment during or after the completion of contract period of the selected candidates.

(xi) The candidates short-listed for appointment should undergo a medical examination in the hospitals as prescribed by CSL. The reports of such medical examination may be examined by Medical Officer of CSL and the appointment of the candidate is subject to certification of Medical fitness.

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

(xiii) Rank lists shall be maintained for the posts and the validity period of the rank lists shall be up to 18 months from the date of reporting of the last candidate, from the lists of candidates advised to join on publication of the result, or until a fresh notification for the same posts is issued. The rank lists may be operated if a vacancy occurs either due to non-joining of a candidate advised to join from the rank lists or due to the subsequent separation of a candidate selected from the rank lists. The rank lists may also be used to fill up future vacancies that arise during the validity of the rank lists, with specific approval from competent authority.

(xiv) The number of posts indicated in this notification is based on existing requirement and shall vary depending on the future requirements, and the vacancies that may arise during the validity period of the rank lists may be filled up from that rank lists at the discretion of CSL.

(xv) Notwithstanding the above or any other conditions, CSL 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 lists, availability of projects and job requirements. CSL reserves the right to restrict/ alter/cancel/modify the recruitment process, if need so arises.

(xvi) The selected candidate is required to give an undertaking to comply with CSL policy on usage of smart phones at work place.

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

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

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

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

(xxi) For any further clarification related to the advertisement and conduct of selection, please contact us via e-mail career@cochinshipyard.in or by phone at 0484-2501221.

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

Sd/-
GENERAL MANAGER (HR & LD)