Advt. No. 06/2026

FOR WEBSITE

GOA SHIPYARD LIMITED
SHIPBUILDERS, SHIPREPAIRERS & ENGINEERS
(A Government of India Undertaking-Ministry of Defence)
(ISO 9001-2015, 14001:2015, 45001:2018 Certified Company)
VADDEM, VASCO-DA-GAMA, GOA – 403 802
CIN No U63032GA1967GOI000077

Unmatchable Track Record of Execution & Delivery

GSL is a Central Public Sector Undertaking under Ministry of Defence and is a Schedule 'A' Mini Ratna Category-I Company, engaged in designing and building Ships for Indian Navy, Indian Coast Guard and for other customers including friendly foreign countries. GSL invites online applications from qualified and talented Indian Nationals for the following posts under different disciplines. Eligible & Interested candidates are required to apply online through our website www.goashipyard.in

Direct Recruitment

Sl. No.	Name of the post	*No. of Vacancies	Category Wise Breakup	Upper age Limit as on (30.09.2026) (in years)	Scale of Pay (IDA- 2017) & Grade
A. REGULAR EMPLOYMENT POSTS					
1	Chief General Manager (Finance)	01	UR-01	UR-54	Rs.120000-3%-280000(E-8)
2	Additional General Manager (Naval Architecture)/ Deputy General Manager (Naval Architecture)	02**	OBC(NCL)-01 UR-01	**For AGM:** OBC(NCL)-51 UR-48 **For DGM:** OBC(NCL)-47 UR-44	Rs.90000-3%-240000(E-6)/ Rs.80000-3%-220000(E-5)
3	Additional General Manager (Human Resources)	01	UR-01	UR-48	Rs.90000-3%-240000(E-6)
4	Additional General Manager (Finance)	02	OBC(NCL)-02	OBC(NCL)-51	
5	Manager(Safety)	02	SC-01 UR-01	UR – 36 SC- 41	Rs.60000-3%-180000(E-3)
6	Manager (Public Relations)	01	UR-01		

7	Deputy Manager (Electrical)	02	EWS-01 ST-01	UR/EWS – 33 OBC(NCL)-36 SC/ST- 38	Rs.50000-3%-160000(E-2)
8	Deputy Manager (Technical)	07	UR-01 SC-02 ST-01 EWS-01 OBC(NCL)-02		
9	Deputy Manager (Digital Design & Additive Manufacturing)	02	UR-02		
10	Deputy Manager (Welding Automation)	01	OBC(NCL)-01		
11	Deputy Manager(HVACR)	01	UR-01		
12	Deputy Manager (Marketing & Costing)	01	OBC(NCL)-01		
13	Deputy Manager (Information Technology)	02	UR-02		
14	Deputy Manager (Rajbhasha)	01	OBC(NCL)-01		
15	Deputy Manager(Finance)	02	PwBD(HH)-01 UR-01		
16	Deputy Manager(Legal)	01	UR-01		
17	Junior Manager (Coordination- Delhi Office)	01	UR-01	UR- 40	Rs.30000-3%-120000(E-0)
18	Junior Manager (Safety)	01	UR-01		

***Note:** The above vacancies include backlog reserved vacancies also.
**GSL reserves the right to offer a grade lower than that which was applied for by the candidates i.e. who have applied for the post of Additional General Manager (AGM) at Sr. No. 2 may be considered for Deputy General Manager grade as per suitability.

B. FIXED TERM EMPLOYMENT (FTE) POSTS FOR 03 YEARS FURTHER EXTENDABLE UPTO 02 YEARS

Sl. No.	Name of the post	No. of Vacancies	Category Wise Breakup	Upper age Limit as on (30.09.2026) (in years)	Scale of Pay (IDA – 2017) & Grade
1	Chief General Manager (HR&A) - (On fixed term basis)	01	UR-01	UR-54	Rs.120000-3%-280000(E-8)

2	Chief General Manager(Business Development)/ General Manager (Business Development) - (On fixed term basis)	02#	UR-01 OBC(NCL)-01	**For CGM:** OBC(NCL)-57 UR-54 **For GM:** OBC(NCL)-55 UR-52	Rs.120000-3%-280000(E-8)/ Rs.100000-3%-260000(E-7)
3	Chief General Manager(Technical)/ General Manager (Technical) - (On fixed term basis)				
4	Deputy General Manager (SR) - (On fixed term basis)	01	UR-01	UR-44	Rs.80000-3%-220000(E-5)
5	Manager (Civil) - (On fixed term basis)	03	UR-02 SC-01	UR – 36 SC- 41	Rs.60000-3%-180000(E-3)
6	Deputy Manager (SR) - (On fixed term basis)	02	UR-01 EWS-01	UR/EWS – 33	Rs.50000-3%-160000(E-2)
#GSL reserves the right to offer a grade lower than that which was applied for by the candidates i.e. who have applied for the post of Chief General Manager (CGM) at Sr. No. 2 and 3 may be considered for General Manager grade as per suitability.					

UR= Unreserved; SC= Scheduled Caste; ST= Scheduled Tribe; OBC(NCL)=Other Backward Class(Non Creamy Layer); EWS= Economically Weaker Section; PwBD= Persons with Bench Mark Disabilities; HH= Hard of Hearing

Note: Posts mentioned at A (1 to 18) are **Regular Employment Posts**. Posts mentioned at B(1 to 6) are purely on **Fixed Term Employment** basis, initially for a period of 03 years. It may further be extended for maximum up to 2 years depending upon the requirement of the organisation and the performance of the individual. It is **NOT** against a regular post, but is on fixed term contract basis only. The fixed term employment will stand automatically terminated at the end of the period, unless intimated otherwise in writing. GSL does not provide any assurance for regular employment on completion of fixed term tenure.

Time Frame:

Date of commencement of Online Applications	23.10.2026
Last date for Submitting Online Applications	22.11.2026 (till 17:00 hrs)

I. DETAILS OF POSTS AND TERMS AND CONDITIONS

A. REGULAR EMPLOYMENT POSTS

1. CHIEF GENERAL MANAGER (FINANCE) -01 VACANCY

Essential Qualification: Graduate AND qualified Chartered Accountant from Institute of Chartered Accountants of India / Qualified Cost Accountant from Institute of Cost Accountants of India.

Desirable Qualification: M.B.A in finance from universities/ AICTE approved institution.

Essential Work Experience: Candidate should have minimum 23 years post qualification relevant work experience in finalizing the annual accounts in compliance with all statutory requirements, vetting of procurement & financial proposals, treasury management that includes investment of surplus funds, price negotiations accounts, liaison with financial institutions for fund based/non-fund based facilities, pay roll, Forex management, co- ordination of internal audit, dealing with various auditors, Taxation, MIS (EDP & ERP) etc.

Desirable Experience: Familiar/ knowledge of Government rules and regulations as applicable to CPSEs. Experience in Financial Institutions/ NBFCs/ Public Sector Organizations/ Joint ventures of PSEs/Central Govt/ State Govt/ Autonomous body/ Private Sector.

2. ADDITIONAL GENERAL MANAGER (NAVAL ARCHITECTURE)/ DEPUTY GENERAL MANAGER (NAVAL ARCHITECTURE) - 02 VACANCIES

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E.) / Bachelor of Technology (B. Tech.) in Naval Architecture from a recognized University /AICTE approved institution.

Desirable Qualification: Post Graduate Degree in relevant field or a post graduate diploma in Project Management.

Essential Work Experience: Candidate should have minimum 16 years for Additional General Manager and 13 years for Deputy General Manager post qualification relevant work experience in designing and analyzing the drawings, technical specification formulation, executing production design of ship structures & hull forms. Experience of working on advanced ship design platforms such as AVEVA Marine/ Tribon, NAPA, AutoCAD and Finite Element Analysis (FEA) Software.

Desirable Experience: The candidate should have knowledge of global Classification Society Rules (e.g IRS, ABS, DNV,LRS) alongwith statutory regulations and awareness about latest developments in shipbuilding technology, designs and product innovations.

3. ADDITIONAL GENERAL MANAGER (HUMAN RESOURCES) – 01 VACANCY

Essential Educational Qualification: Graduate in any discipline with 2 years full time Regular MBA / MSW / PG Degree / Diploma from a recognized University / AICTE approved institution with specialization in HRM / IR / Personnel Management / Labour and Social Welfare / Labour Studies / Social Work.

Desirable Qualification: Graduate in Engineering with Degree /Diploma course in Labour Laws or LL.B /B.L.

Essential Work Experience: Candidate should have minimum 16 years post qualification relevant work experience in managing HR Functions like Policy formulation/ General Administration / Training and Development/ Wage & salary Administration / Industrial Relations/Disciplinary matters/ Establishment Matters/ Welfare Administration/ Contract Labour Management/ Compliance of statutory requirement including Labour laws, etc.
Desirable Experience: Experience in strategic HR initiatives like Talent Nurturing & Management, Diversity Management, Employee Counselling, Designing Employee engagement practices and initiating other innovative global HR practices. Knowledge of Government rules and regulations as applicable to CPSEs. Experience in PSU will be preferred.

4. ADDITIONAL GENERAL MANAGER (FINANCE) - 02 VACANCIES

Essential Qualification: Graduate AND qualified Chartered Accountant from Institute of Chartered Accountants of India / Qualified Cost Accountant from Institute of Cost Accountants of India.

Desirable Qualification: M.B.A in finance from universities/ AICTE approved institution.

Essential Work Experience: Candidate should have minimum 16 years post qualification relevant work experience in two or more of the following areas:

i. Finance and Accounts: Finalizing the annual accounts in compliance with all statutory requirements and Accounting Standards, Dealing with Internal and Statutory Auditors/CAG, MIS.
ii. Costing & Budgeting: Costing, Capital and Revenue Budgeting, MIS
iii. Financial Management / Funds management: Treasury management that includes investment of surplus funds in compliance to RBI/ DIPAM guidelines, liaison with financial institutions for fund based/ non-fund based facilities/ Forex management.
iv. Taxation: Corporate Taxation, Direct and Indirect Taxation, GST compliances & assessment.
v. Vetting of Procurement & Financial proposal, etc.
vi. Vendor /Sub contractor's/ Import/ payments & TDS Compliances, Sales Billing & accounting, project accounting, Export Accounting and Compliances, Payroll etc

Desirable Experience: Familiar/ knowledge of Government rules and regulations as applicable to CPSEs. Experience in Financial Institutions/ NBFCs/ Public Sector

Organizations/ Joint ventures of PSEs/Central Govt/ State Govt/ Autonomous body/ Private Sector. Experience in ERP applications.

5. MANAGER (SAFETY) – 02 VACANCIES

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E.) / Bachelor of Technology (B. Tech.) from a recognized University/ AICTE approved institution with specialization in any Engineering and full time 01 year Diploma in Industrial Safety from Central Labour Institute (CLI) OR Regional Labour Institute (RLI) / 02 years Post graduate Degree from a recognized University/ AICTE approved institution in Safety Engineering/ Industrial Safety etc.
Desirable Qualification: Recognition of Safety Officer Certificate from Inspectorate of Factories Goa as per Goa Factories Rules. Should have adequate knowledge of the language spoken by majority of the workers.

Essential Work Experience: The candidate should have minimum 7 years post qualification relevant work experience.

Desirable Experience: Relevant work experience in the areas of Occupational Health, Safety & Environment, analysis & evaluation etc., and in systems such as ISO-EMS, OHSAS etc. Above work experience preferably from ship building/ ship repairs or shipbuilding related large organizations**.**

6. MANAGER (PUBLIC RELATIONS) - 01 VACANCY

Essential Educational Qualification: Masters in Journalism and Mass Communication/ Media Advertising/Publicity from a recognized university/ AICTE approved Institute.

Desirable Qualification: Graduate in any discipline with 2 years full time MBA / MSW / PG Degree / Diploma from a recognized University / AICTE approved institution with specialization in HRM / IR / Personnel Management / Labour and Social Welfare / Labour Studies / Social Work.

Essential Work Experience: The candidate should have minimum 7 years Post qualification relevant experience specifically in Public Relations/ Corporate imaging in public domain/designing and production of newsletters/ Media Management/ In-depth knowledge of print and electronic mass media as well as advertising functions in State/Central Govt. dept./PSUs/Large private sector of repute. The candidate should have excellent command of Hindi and English (Spoken and written) with strong writing skills.

Desirable Experience: The candidate having knowledge and expertise in preparing and designing digital content, ability to manage content on various social media platforms, experience in liaisoning effectively with local and national media will be preferred.

7. DEPUTY MANAGER (ELECTRICAL) – 02 VACANCIES

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E.) / Bachelor of Technology (B.Tech.) in Electrical Engineering from a recognized University /AICTE approved institution.

Desirable Qualification: Certified Energy Manager from Bureau of Energy Efficiency, Certificate issued by competent board/ institution to work in LT and HT system. Any advanced/additional Diploma/ Certificate course from recognized university/ AICTE approved institution in Power systems/ Manufacturing Technology / Production Engineering. Post Graduate degree/Diploma/ Certificate Course in relevant field/Project Management from any Government recognized university / AICTE approved institution. Working knowledge of computers preferably in SAP / ERP modules, MS- office & Internet.

Essential Work Experience: Candidate should have minimum 4 years post qualification relevant work experience.

Desirable Experience: Relevant work experience preferably from ship building / ship repairs or shipbuilding related large organizations in Power House functions like O&M substation, DG sets, electrical maintenance of machinery etc. Knowledge of the latest developments in Electrical drawings, machinery, equipments, gadgets etc. in Ship Building technology, designs and product innovations.

8. DEPUTY MANAGER (TECHNICAL) – 07 VACANCIES

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E) / Bachelor of Technology (B. Tech) in Mechanical / Production/ Industrial/ Marine Engineering from a recognised University / AICTE approved Institution.

Desirable Qualification: Post graduate Degree / Diploma / Certificate Course from a recognized University / AICTE approved institution in relevant field.

Essential Work Experience: Candidate should have minimum 4 years post qualification work experience in Shipbuilding/Ship repair industry.

Desirable Experience: Knowledge of designing and analyzing the drawings, Technical specifications in CAD / CAM systems /TRIBON and awareness about the latest developments in Engineering drawings, machinery, equipments, gadgets etc. in Ship Building technology, designs and product innovations. Knowledge about IPR, copyright, patents, trademarks, etc.

9. DEPUTY MANAGER (DIGITAL DESIGN & ADDITIVE MANUFACTURING) – 02 VACANCIES

Essential Educational Qualification: Full-time regular Bachelor of Engineering (B.E.) / Bachelor of Technology (B.Tech.) in Mechanical / Production / Industrial/Chemical/ Marine Engineering from a recognized University / AICTE approved Institution.

Desirable Qualification: Post Graduate Degree / Diploma / Certification in AutoCAD, Product Design, Additive Manufacturing (3D Printing) or related fields from a recognized University / Institution.

Essential Work Experience: Candidate should have minimum 4 years post qualification relevant work experience in Product Design, Digital Design, Additive Manufacturing, Rapid Prototyping, Engineering R&D or Manufacturing Industry.

Desirable Experience: Experience in CAD-based 3D modelling, engineering drawings and product development using software such as SolidWorks, Inventor, Fusion 360, AutoCAD or equivalent. Knowledge of additive manufacturing, rapid prototyping, reverse engineering, BOM management, product testing and validation. Exposure to design and development projects for Defence, Railways, Industrial Manufacturing or Research Institutions.

10. DEPUTY MANAGER (WELDING & AUTOMATION) – 01 VACANCY

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E) / Bachelor of Technology (B. Tech) in Mechanical / Production/ Industrial/ Marine/Robotics Engineering from a recognised University / AICTE approved Institution

Desirable Qualification: Any additional/advanced P.G. Degree/Diploma/Certificate Course in relevant field from a recognized University / AICTE approved.

Essential Work Experience: Candidate should have minimum 4 years post qualification relevant work experience.

Desirable Experience: Relevant work experience manufacturing industry for process automation/designing robots/ robotic welding,etc

11. DEPUTY MANAGER (HVACR) – 01 VACANCY

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E) / Bachelor of Technology (B. Tech) in Mechanical / Production/ Industrial/ Marine Engineering from a recognised University / AICTE approved Institution.

Desirable Qualification: Post graduate Degree / Diploma / Certificate Course from a recognized University / AICTE approved institution in relevant field.

Essential Work Experience: The candidate should have minimum 4 years post qualification experience in relevant field in installation/ operation/ maintenance/ repairs/ trials of AC/ Ref. The candidate should have knowledge of heat load calculation, ventilation system, conversant with the related shipbuilding standards.

Desirable Experience: Execution of installation and commissioning of HVACR System on warships and auxiliary vessels of Indian Navy and Coast Guard.

12. DEPUTY MANAGER (MARKETING & COSTING) – 01 VACANCY

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E) / Bachelor of Technology (B. Tech) in Mechanical / Production / Electronics /

Electrical / Naval Architecture with MBA/PG diploma in Marketing & Finance from a recognised University / AICTE approved Institution

Desirable Qualification: Any additional/advanced P.G. Degree/Diploma/Certificate Course in relevant field from a recognized University / AICTE approved.

Essential Work Experience: Candidate should have minimum 4 years post qualification relevant work experience.

Desirable Experience: Experience in floating and responding Tenders / Bids / RFPs to national and global agencies, relevant managerial work experience in the areas of review of technical / commercial requirements, cost estimation and preparation of proposal will be added advantage.

13. DEPUTY MANAGER (INFORMATION TECHNOLOGY) – 02 VACANCIES

Essential Educational Qualification: Full time regular MCA OR Degree in Engineering with specialization in CS/IT/CSIT from a recognized University /AICTE approved institution

Desirable Qualification: Any additional/advanced P.G. Degree/Diploma/Certificate Course in relevant field from a recognized University / AICTE approved.

Essential Work Experience: Candidate should have minimum 4 years post qualification relevant work experience.

Desirable Experience: Relevant work experience preferably in the following areas Software solutions and development of web technology/servers/ERP/troubleshooting and maintaining network/management of Firewall.

14. DEPUTY MANAGER (RAJBHASHA) – 01 VACANCY

Essential Educational Qualification: Graduate in any discipline with Diploma / Degree course / Advanced Certificate course in Hindi Language / Diploma in Hindi Translation recognized by Govt. (or) Masters Degree with Hindi as main subject from a recognized University.

Desirable Qualification: Graduate in any discipline with 2 years full time MBA / MSW / PG Degree / Diploma from a recognized University / AICTE approved institution with specialization in HRM / IR / Personnel Management / Labour and Social Welfare / Labour Studies / Social Work.

Essential Work Experience: Candidate should have minimum 4 years post qualification relevant work experience.

Desirable Experience: Experience in promoting / propagating and implementing Hindi Language in work domain in existing / current organization during Hindi Diwas, Saptah, Pakhwada and organizing talks of esteemed speakers on Hindi language promotion, ability of drafting information in Hindi language, etc. Experience in bringing out Publications like magazines / journal in Hindi.

15. DEPUTY MANAGER (FINANCE) – 02 VACANCIES

Essential Educational Qualification: Graduate AND qualified Chartered Accountants from Institute of Chartered Accountants of India / Qualified Cost Accountant from Institute of Cost Accountants of India.

Desirable Qualification: M.B.A in finance from universities/ AICTE approved institution.

Essential Work Experience: Candidate should have minimum 4 years post qualification relevant experience in Finance/Accounts in one or more of the following areas:

1. Vendor /Sub contractor's/Miscellaneous payments &,TDS Compliances
2. Corporate Insurance
3. Imports /Exports
4. Payroll &TDS Compliances
5. Sales Billing & Accounting, TCS Compliances, Project Accounting.
6. GST / Tax Compliances
7. Direct and Indirect Taxation
8. Finance and Accounts: Finalizing the annual accounts in compliance with all statutory requirements and Accounting Standards, Dealing with Internal and Statutory Auditors/CAG, MIS.

16. DEPUTY MANAGER (LEGAL) – 01 VACANCY

Essential Educational Qualification: Full time regular Bachelor's Degree in Law (LLB) (3 year or 5 year integrated course) from Institute/University recognized by the Bar Council of India. Sanad/Registration/Enrollment document issued by relevant State Bar Council is essential.

Desirable Qualification: LLM degree (Full time/part time) or Diploma in labour laws/IPR/Arbitration/Mediation/ any other similar field is desirable.

Essential Work Experience: Candidates should have minimum 4 years of post qualification relevant experience in a non-banking Public Sector Undertaking and/or any government department/organization and/or any reputed private organization and/or as a practicing Advocate in a Law Firm/Advocate Office/ Senior Counsel's Chamber. Relevant experience refers to:

i. Experience of handling civil & contract laws (other than Tax laws), labour matters, arbitration and court pleadings.
ii. Drafting and vetting of contracts/MoUs, commercial & legal documents like NDA, bond, undertaking, affidavits and work of similar nature.
iii. The candidate should possess good drafting and communication skills in English with proficiency in computer.

Desirable Experience: Experience in shipbuilding/defence industry or handled matters pertaining to this industry is desirable.

17. JUNIOR MANAGER (COORDINATION DELHI OFFICE) – 01 VACANCY.

Essential Educational Qualification: Degree in any Discipline or Diploma in Engineering.

Desirable Qualification: Post graduate degree/diploma in Technical stream related to Shipbuilding.

Essential Work Experience: The candidate should have a minimum of 15 years relevant work experience in Armed Forces and with atleast 5 years (Liaison/ Co-ordination) experience in dealing with Defence Services/ Ministries/ PSUs/ Government Departments.

Desirable Experience: Liaison coordination experience with IHQ MoD (N) Professional/ Design Directorates/ Testing & Tuning Units/ WESEE etc. would be preferred.

18. JUNIOR MANAGER (SAFETY) – 01 VACANCY

Essential Educational Qualification: Diploma in Engineering and 01 year Diploma in Industrial Safety from Central Labour Institute (CLI) OR Regional Labour Institute (RLI) / 02 years Post graduate Degree/diploma in Safety Engineering/ Industrial Safety etc.

Desirable Qualification: Recognition of Safety Officer Certificate from Inspectorate of Factories Goa as per Goa Factories Rules. Should have adequate knowledge of the language spoken by majority of the workers.

Essential Work Experience: The candidate should have minimum 15 years relevant work experience.

Desirable Experience: Relevant work experience in the areas of Occupational Health, Safety & Environment, analysis & evaluation etc., and in systems such as ISO-EMS, OHSAS etc. Above work experience preferably from ship building/ ship repairs or shipbuilding related large organizations**.**

B. FOR FIXED TERM EMPLOYEMENT VACANCIES

1. CHIEF GENERAL MANAGER (HR & A) - (ON FIXED TERM BASIS) – 01 VACANCY

Essential Educational Qualification: Graduate in any discipline with 2 years full time regular MBA / MSW / PG Degree / PG Diploma from a recognized University / AICTE approved institution with specialization in HRM / IR / Personnel Management / Labour and Social Welfare / Labour Studies / Social Work.

Desirable Qualification: Graduate in Engineering with Degree/ Diploma course in Labour Laws / Training & Development OR LL.B/ B.L.

Essential Work Experience: Candidate should have minimum 23 years post qualification relevant work experience out of which at least 10 years in senior position handling overall gamut of HR/IR.

Desirable Experience: Experience in strategic HR initiatives like Talent Nurturing & Management, Diversity Management, Employee Counselling, Designing Employee

engagement practices and implementation of innovative global HR practices. Knowledge of Government rules and regulations as applicable to CPSEs. Experience in PSU will be preferred.

2. **CHIEF GENERAL MANAGER (BUSINESS DEVELOPMENT) / GENERAL MANAGER (BUSINESS DEVELOPMENT) – (ON FIXED TERM BASIS) – 01 VACANCY**

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E.) / Bachelor of Technology (B. Tech.) from a recognized University / AICTE approved institution with specialization in Mechanical / Production / Electronics /Electrical /Naval Architecture

Desirable Qualification: Post Graduate Degree/Diploma in Engineering/ Technology / management.

Essential Work Experience: Candidate should have minimum 23 years for CGM / 20 years for GM post qualification relevant work experience out of which at least 07 years in Senior position mainly in Project management/ Business Development in Domestic & International Markets/ driving high value contract negotiations/ preparation of high value RFPs, EOIs & global tenders mainly related to Shipbuilding/Ship Repair industry.

Desirable Experience: Knowledge of Defense procurement procedures and defense export protocols with coordination experience with IHQ (Professional/ Production Directorate) / WOT/Naval Dockyards/ Coast Guard etc. would be preferred.

3. **CHIEF GENERAL MANAGER (TECHNICAL) / GENERAL MANAGER (TECHNICAL) - (ON FIXED TERM BASIS) – 01 VACANCY**

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E.) / Bachelor of Technology (B. Tech.) from a recognized University / AICTE approved institution with specialization in Mechanical / Production / Electronics /Electrical /Naval Architecture

Desirable Qualification: Post Graduate Degree / Diploma in Engineering / Technology / management.

Essential Work Experience: Candidate should have minimum 23 years for CGM / 20 years for GM post qualification relevant work experience in a major Commercial/PSU Shipyard or Naval Dockyard or World class Marine Engineering Facility. Out of the 20 years experience, 07 years should be at senior position mainly managing Ship repair projects/ Overseeing the Ship construction / repair of Naval Ships/ Coast Guard Ships, etc.

Desirable Experience: Knowledge of Classification Society guidelines for repairs, co-ordination experience with IHQ (Professional/ Production Directorate) / WOT/Naval Dockyards/ Coast Guard etc. would be preferred.

4. **DEPUTY GENERAL MANAGER (SHIP REPAIRS) - (ON FIXED TERM BASIS) – 01 VACANCY**

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E.) / Bachelor of Technology (B. Tech.) from a recognized University / AICTE approved institution with specialization in Mechanical / Production / Electronics /Electrical /Naval Architecture

Desirable Qualification: Post Graduate Degree / Diploma in Engineering/ Technology / management.

Essential Work Experience: Candidate should have minimum 13 years post qualification relevant work experience in Ship Repair activities at Commercial Shipyard/ Dockyard /Executing refits/reviewing defect lists/ repair cost estimations/Hull modifications/ repair of Naval Ships/ Coast Guard Ships, etc. Naval Officers of the rank of Commander & above with dockyard experience or equivalent in Coast Guard meeting the experience criteria may also be considered.

Desirable Experience: Knowledge of Docking & Undocking calculations, structural steel renewal, hull gauging, blasting standards and advanced marine coating systems. Relevant experience in IHQ (Professional/ Production Directorate) / WOT/Naval Dockyards/ Coast Guard etc. would be preferred.

5. MANAGER (CIVIL) - (ON FIXED TERM BASIS) – 03 VACANCIES

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E) /Bachelor of Technology (B. Tech) in Civil/Civil & Structural /Structural Engineering from a recognized University /AICTE approved institution

Desirable Qualification: Post Graduation degree/diploma with specialization in Civil/ structural engineering from any Government recognized university / AICTE approved institution

Essential Work Experience: The candidate should have minimum 7 years post qualification relevant experience in a reputed organization as project / site manager on a high value infrastructure project. Should have experience of construction supervision and EPC (Engineering, Procurement and Construction) contracts.

Desirable Experience: Preferably similar type of industry and Experience in sectors such as ports and marine works involving construction of berths, jetty, dry dock, Warf, slipways, dredging, large bridges etc

6. DEPUTY MANAGER (SHIP REPAIRS) - (ON FIXED TERM BASIS) - 02 VACANCIES

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E.) / Bachelor of Technology (B. Tech.) from a recognized University / AICTE approved institution with specialization in Mechanical / Production / Electronics /Electrical /Naval Architecture.

Desirable Qualification: Any advanced / additional Diploma / Certificate Course from a recognized University / AICTE approved institution in Manufacturing Technology / Production Engineering.

Essential Work Experience: Candidate should have minimum 4 years post qualification experience in relevant field in shipbuilding/ship repair industry.

Desirable Experience: Experience of hull / hull outfitting / compartment readiness on new construction/ repair of Indian Navy/ Coast Guard Vessels.

II. EMOLUMENTS:

Grade	Pay scale	Approx. CTC (Rs. in lakhs)
E-8	Rs. 120000-3%-280000	40.28/37.25(FTE)
E-7	Rs. 100000-3%-260000	31.05 (FTE)
E-6	Rs. 90000-3%-240000	29.95
E-5	Rs. 80000-3%-220000	26.58/24.56 (FTE)
E-3	Rs. 60000-3%-180000	19.92/18.41(FTE)
E-2	Rs. 50000-3%-160000	16.62/15.36(FTE)
E-0	Rs. 30000-3%-120000	10.01

In addition, other benefits like Performance Related Pay, Accident Insurance Coverage, Contributory Medical Insurance Policy, Welfare items, etc. will be applicable as per Company Rules.

III. EDUCATIONAL QUALIFICATION:

A. Educational Qualification for Engineering Discipline:

Lateral Entry to 3rd Semester of 8 Semester course/ 2nd year of 4 years course will also be considered as equivalent qualification.

1. **Grouping of Disciplines in Engineering Degree – Technical Disciplines**

Mechanical	Mechanical/Mechanical & Industrial Engg. / Mechanical & Production Engg. / Marine Engineering
Naval Architecture	Naval Architecture / Naval Architecture & Shipbuilding / Naval Architecture & Ocean Engg / Naval Architecture & Marine Engg / Naval Architecture & Offshore Engg.
Electrical	Electrical / Electrical & Electronics / Electrical & Instrumentation.
Electronics	Electronics / Electronics & Communication / Applied Electronics & Instrumentation / Electronics & Telecommunication / Electronics & Instrumentation / Instrumentation & Control.
Marine	Marine Engineering
Production	Production Engineering / Production Engineering & Management / Production & Industrial Engineering / Manufacturing Technology / Engineering.
Robotics	Robotics / Robotics & Automation / Robotics & AI/Mechatronics
Chemical	Chemical Engineering/Chemical and Electro Chemical Engineering/ Chemical Technology

2. Post graduate integrated Degree Courses will also be allowed for Engineering disciplines in Technical posts. The integrated Professional Technical qualification should be of 5 years duration after 10+2 qualification.

3. The date of declaration of result / issuance of passing certificate shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account.

IV. EXPERIENCE:

(i) Out of the total overall experience mentioned for the post, the candidates employed in Government / PSU must possess experience in the immediate lower payscale as below:-

Sl. No.	Post Notified (Regular/FTE)	Immediate Lower payscale (IDA)	Years of service in the Immediate Lower payscale
1	Chief General Manager	Rs. 100000-3%-260000 (E-7)	2
2	General Manager	Rs. 90000-3%-240000 (E-6)	2
3	Additional General Manager	Rs. 80000-3%-220000 (E-5)	2
4	Deputy General Manager	Rs. 70000-3%-200000 (E-4)	2
5	Manager	Rs. 50000-3%-160000 (E-2)	2
6	Deputy Manager	Rs. 40000-3%-140000 (E-1)	2

(ii) For candidates in CDA payscale, the immediate lower payscale as per GSL policy will be followed and shall have 2 years of service in immediate lower pay scale.

(iii) For posts at E-7 and above (Regular and Fixed Term), candidates applying from Private Sector organizations, last two years experience should be in a company having atleast annual turnover of Rs 100 crores and the incumbent should have discharged duties in a similar role. The Annual Turnover criteria will not be applicable for the posts below E-7 level for Regular and Fixed Term posts however, the incumbent should have discharged duties in a similar role.

(iv) Candidates working in PSUs on fixed term tenure with consolidated pay will be considered in line with Private Sector Organizations.

V. RESERVATIONS

(i) Reservation for SC/ST/OBC (Non- Creamy Layer) 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 Govt. Rules. Such 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.

(ii) Candidates from reserved category will have to submit caste certificate, in the Prescribed Proforma meant for **"Appointment to posts under the Government of India"** from the designated authority indicating clearly the candidate's caste, the Act/Order under which the caste is recognized as SC/ST/OBC (NCL) and the Village/Town the candidate is ordinarily a resident of. The OBC (NCL) certificate should not be more than 06 months old at the time of joining. The candidates under PwBD category will have to submit the disability certificate from the designated authority as stipulated in Rights of Persons with Disabilities Act, 2016 indicating clearly the percentage of disability. The disability condition falling under the category "Likely to improve" under temporary disability category are not eligible for reservation. Further the condition i.e. "progressive, non-progressive or not likely to improve" will be treated eligible for reservation. Candidates from EWS category will have to submit the EWS certificate from the designated authority.

(iii) If the SC/ST/OBC (NCL)/ EWS/PwBD certificate has been issued in a language other than English/Hindi, the candidates will be required to submit a self-certified translated copy of the same either in English or Hindi. GSL reserves the right to verify the genuineness of the certificate and in case it is found to be false penal action will be taken against such candidates as per rules of GSL and Government guidelines as applicable.

(iv) Ex-Servicemen / Ex-Agniveer can also apply against the advertised posts subject to fulfilling the eligibility criteria. Their candidature will be considered as per Government guidelines in vogue. Reservation for Ex-Agniveers will be considered as per Govt. Directive.

(v) Concessions & relaxations will be granted to PwBD candidates. Their candidature will be considered as per Government guidelines in vogue.

VI. AGE RELAXATION:

(i) Relaxation in age limit for SC/ST/OBC(NCL)/Ex-Servicemen/Ex-Agniveer and PwBD candidates will be as per Government of India guidelines in force.

(ii) Internal candidates may get additional relaxation for age as per GSL rules.

(iii) Relaxation in the upper age limit mentioned against each post may be granted to candidate applying for E-7 & above posts (i.e GM/CGM). Age relaxation will be to the 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. However, considering all the age relaxations, 03 years residual service should be available as on cut off date.

VII. SELECTION PROCESS:

i. The selection for all posts except Junior Manager post will be through interview only. Management reserves the right to raise the minimum eligibility criteria for short listing the applications in case of larger response. Management further reserves the right to decide the criteria for screening/shortlisting of applications.

ii. For the post of Junior Manager post, written test will be of 85 marks and interview of 15 marks. Candidates who have scored 50% or above in written test for UR & EWS category and 45% or above for SC/ST/OBC(NCL)/PwBD category (incase the post is reserved) will be shortlisted for Document verification followed by interview. The Qualifying marks for Interview is 50% or above for UR & EWS and 45% or above for SC/ST/OBC(NCL)/PwBD (incase the post is reserved). Selection will be made for the candidates qualified in Interview, considering the overall aggregate marks in written test & Interview in the order of merit following extent reservation guidelines. In case of a tie thereafter, relative merit shall be decided based on seniority in age.

VIII. GENERAL CONDITIONS:

1) The candidates may note that the applications are to be made only through online application system as per the instructions given. Applications made in any other manner shall not be considered and shall be summarily rejected. Management will not be responsible for any application which is not received through online system. After completion of online registration and entering all the details, the candidates are required to take print out of online application form, attach all the relevant documents and post the same to Goa Shipyard Limited.

2) An application fee of ₹ 500/- (Non-Refundable) is to be paid online through SBI e-pay (by debit card/ credit card/ net banking etc.). Application without prescribed fees shall be liable for rejection. SC/ST/PwBD/Ex-Servicemen candidates are exempted from payment of application fee, as per Government of India rules. No fee is required to be paid by internal candidates who apply for the said posts.

3) The candidates applying for more than one post have to submit separate applications along with the prescribed application fee for each post.

4) Application fee is non-refundable; therefore candidates are requested to verify their eligibility thoroughly before making any payment. The candidature of applicants submitting fee of lesser amount or depositing fee through any other mode other than the prescribed method, will be rejected. The application fee paid by the ineligible candidates shall be forfeited and no correspondence shall be entertained in this regard.

5) The candidates applying for the posts have to ensure that they meet the requisite eligibility criteria as mentioned in the advertisement. Mere fulfilment of qualifications and other requirements as laid down does not entitle a candidate to be called for selection process and even if the candidate is called for the selection process he/she can be disqualified if not meeting the eligibility criteria at any stage of selection process.

6) Management reserves the right to fill or not to fill the post and also to fill up future vacancies, if any, from the valid panel of selected candidates as per the rules of the company. GSL Management in its sole discretion reserves the right to increase / reduce the number of vacancies notified.

7) In case sufficient candidates have not applied or sufficient candidates are not provisionally shortlisted after scrutiny, GSL management reserves the right to cancel the Selection Process.

8) Candidates working in Government / Quasi Government / Public Sector Undertaking / Autonomous Bodies must apply through proper channel or produce "**No Objection Certificate"** at the time of selection process without which the candidates will not be allowed for the selection process and also a document indicating the current pay scale and the date since working in the said pay scale is to be produced. "**No Objection Certificate" will not be required for candidates applying for Fixed term employment posts therefore** GSL 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.

9) Management reserves the right to deploy the selected candidates in any location/department as per requirements of the Company, irrespective of the post he has been originally selected for.

10) Outstation candidates qualified for interview will be paid travelling allowance as given below by shortest route from the place of residence (as registered by them in the Online Application System) to Goa Shipyard Limited, only on production of proof of journey (Hard copy of Tickets) as per rules of the Company.

Name of the post	Eligibility
Chief General Manager/ General Manager	Economy Class Air Fare
Additional General Manager & below	AC II tier

11) Payment of TA shall be made through ECS mode only and candidates are expected to bring necessary details for making the payment through ECS mode. Application format along with ECS form is available on our website under the heading **"Notice Board- Careers-Advertisements".**

12) Candidates having "Wait Listed" tickets for Rail journey are NOT entitled for TA Reimbursement

13) Interim enquiries will not be entertained.

14) Canvassing in any form will be a disqualification of their candidature.

15) Management reserves the right to raise the eligibility criteria for short listing the applications. Management further reserves the right to decide the criteria for screening of applications and internal rules and regulations and / or the procedures as per the past practice will be followed**.**

16) Management reserves the right to call for any additional documentary evidence in support of education, experience, CTC/Pay-scale etc. of the applicants.

17) 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 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.

18) Management reserves the right to reject the candidature if it is found that false or fabricated information is furnished in the application. The selection of any candidate is liable to be cancelled even after his/her selection on confirming that any information submitted by the candidate is false / fabricated and / or amounts to suppression of information/particulars which should have been brought to the notice of GSL.

19) Management reserves the right to cancel the advertisement and/or the selection process thereto without assigning any reason.

20) Only ONLINE applications received through GSL recruitment portal will be considered. Applications received without following the online process or through any other mode will not be entertained.

21) Corrigendum, if any, will be uploaded on our website only. Candidates are requested to check our website regularly under the heading **"Notice Board - Careers - Advertisement".**

22) Call letters for selection process will be sent only through E-mail to shortlisted candidates' registered Email ID which should be valid and operative. The candidates are requested to login to their E-mail Id and check regularly.

23) Information regarding names of eligible candidates, date of selection, names/roll number of selected candidates etc. will be hosted on the website under the heading "Notice Board - Careers - Advertisement" for which the candidates are requested to visit our website regularly.

24) Management will not be responsible for non receipt of email and loss of their E-mail ID and password.

25) **Upper age limit and experience will be considered as on 30.09.2026.**

26) In the event of finding difficulty to apply online the candidates may contact us through Email: **recruitment@goashipyard.com**

27) Applications filled online contrary to instructions given shall be rejected.

28) For any dispute, the Jurisdiction shall be Goa only.

IX. INSTRUCTIONS FOR APPLYING ONLINE

Visit our website **www.goashipyard.in** and under the link Notice Board- 'Careers' click the link 'GSL Careers'. Click on 'Apply Online' button and select the post you wish to apply for. You are advised to go through the eligibility criteria and the Terms and Conditions of the advertisement before applying online.

Please keep scanned copy (preferably JPG/PDF format) of the following documents before proceeding to fill up the Online Application:

- Passport size color Photograph with light background (preferably white) without any obstacle covering/obstructing the face and eyes. Size of the file should be below 450KB.
- Candidate's signature should be on a plain white paper with black ink. The signature should not be digitalized. It should be scanned copy of your own signature on paper with pen. Size of the file should be below 450 KB.
- Scanned copy of SSC certificate as proof of date of Birth not more than 500 KB in size.
- Scanned copy of Educational qualification mark sheet & degree not more than 1 MB.
- Scanned copy of Caste Certificate not more than 500 KB.
- Scanned copy of Experience Certificates not more than 1 MB.
- Scanned copy of Aadhaar Card not more than 500 KB.

X. INSTRUCTIONS FOR ONLINE PAYMENT

- After completion of Personal information in online application form the candidates have to fill the Payment details and make the online payment of application fees.
- An application fee of ₹ 500/- (Non-Refundable) is to be paid online through SBI e-pay (by debit card/ credit card/ net banking etc.). Application without prescribed fees shall be liable for rejection. SC/ST/PwBD/Ex-Servicemen candidates are exempted from payment of application fee, as per Government of India rules. No fee is required to be paid by internal candidates who apply for the said posts.
- After submitting your payment information in the online application form, please wait for the intimation from the server. Do not press back or refresh button in order to avoid double charges.
- On successful completion of the transaction, "Fee receipt" would be generated. Candidates have to download and take print of fee receipt.
- Non-generation of 'Fee Receipt' indicates PAYMENT FAILURE. In case of failure of payment, candidates are adviced to login again and repeat the process payment.

XI. OTHER INFORMATION FOR CANDIDATES WITH REGARD TO ONLINE APPLICATION:

1. After completing the Online application, the candidate will not be allowed to edit his application details.
2. After completion of online application form, the candidates have to SUBMIT the application form without which the form will be considered as incomplete.
3. Candidates are advised to take two printouts of their system generated online application forms after registering and send one copy of the same to Goa Shipyard Limited along with all relevant documents and preserve the second copy for future references. Address for forwarding the hard copy of online application along with

relevant documents is as follows: **General Manager (HR&A), HR&A Department, Goa Shipyard Limited, Vasco-Da-Gama, Goa – 403802.**

4. **Online Application opens from 00.00 hrs on 23.10.2026 and closes at 17.00 hrs on 22.11.2026.**

LAST DATE FOR RECEIPT OF THE PRINTOUT OF THE ONLINE APPLICATION FORM ALONG WITH HARD COPIES OF RELEVANT DOCUMENTS AT GOA SHIPYARD LIMITED IS ON OR BEFORE 02.12.2026.

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