

HINDUSTAN SHIPYARD LIMITED:: VISAKHAPATNAM - 530 005

(A Government of India Undertaking)

[Eighty-Five years of Service to the Nation]

ADVT NO. HR/ES(O)/0102/04/2026 Dt 03 Jun 2026

HSL is the pioneer Shipbuilding and Ship Repair Yard functioning under the Ministry of Defence. The Company is looking for suitably qualified and experienced personnel for the following posts:

On Permanent Absorption Basis:

SI	Name of the Post (Grade)	Post Code	No. of Posts	Reservation
P1	Manager (Technical) (E3)	04/2026/MGR01	05	01-UR; 03-SC; 01-ST
P2	Manager (HR) (E3)	04/2026/MGR02	02	01-UR; 01-SC
P3	Deputy Manager (Technical) (E2)	04/2026/DM01	10	05-UR; 02-OBC; 02-SC; 01-ST

On Fixed Term Contract (FTC) Basis:

SI	Name of the Post (Grade)	Post Code	No. of Posts	Reservation
F1	Project Superintendent (Technical)	04/2026/AGMC01	02	02-UR
F2	Dy. Project Superintendent (Technical) - Delhi Region	04/2026/DGMC01	01	01-UR
F3	Dy. Project Officer (Technical)	04/2026/AMC01	05	02-UR; 02-OBC; 01-SC
F4	Dy. Project Officer (Civil)	04/2026/AMC02	03	01-UR; 01-OBC; 01-ST
F5	Dy. Project Officer (Design)	04/2026/AMC03	02	01-UR; 01-OBC
F6	Dy. Project Officer (HR)	04/2026/AMC04	02	01-UR; 01-SC
F7	Dy. Project Officer (Safety)	04/2026/AMC05	01	01-UR
F8	Dy. Project Officer (Fire Safety)	04/2026/AMC06	01	01-UR

Important dates for present recruitment process are as indicated below:

IMPORTANT DATES	
Date of commencement of ONLINE application for all posts	03 Jun 2026 From 1000 hrs
Last Date for ONLINE submission for all posts (Once submitted editing is not allowed)	24 Jun 2026* upto 1700 hrs - For Permanent & FTC Posts <i>* Date of Post(s) advertised could be extended at the discretion of HSL.</i>

1. On Permanent Absorption basis:

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 03 Jun 2026	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 03 Jun 2026
P1	Manager (E3) [Technical]	Rs. 60,000 - 1,80,000 (E3) CTC is shown in the table below	40 Yrs.	05 Posts (01-UR; 03-SC; 01-ST)	<u>Essential.</u> (a) Full time Engineering Graduate with not less than 60% marks (55% marks for SC/ST Candidates) in Mechanical / Electronics / Electrical / Naval Architecture disciplines from any recognised University or Deemed University / Institute recognized by AICTE. <i>(Refer to General Instructions for Group of Disciplines)</i> <u>Desirable (Optional)</u> Post-Graduation in relevant discipline	<u>(a) Essential Experience:</u> (i) The candidate should have minimum 09 years of post-essential qualification experience (Including the professional training (if any) provided post joining) in the following: (ii) Design / Construction / Repairs / Maintenance / Operations / Machinery Installation & Commissioning / of Naval Ships / Submarines in Govt. Organization / PSUs / Private Shipyards / Organizations in repute. <u>(b) Lower Grade Experience:</u> <u>(i) Candidates from Govt. / PSUs:</u> Should have minimum 3 years' experience in immediate lower grade of <u>IDA PSU</u> - Rs. 20,600 - 46,500 (2007); Rs. 50,000 - 1,60,000 (2017) <u>CDA/Govt.:</u> Pay Level - 9 of 7th CPC Matrix <u>(ii) Candidates from Private Sector:</u> The candidate should be working in organizations of repute with minimum annual turnover of Rs 100 crores and drawing present CTC of Rs.15 lakhs per annum or more.

S No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 03 Jun 2026	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 03 Jun 2026
P2	Manager (E3) [Human Resources]	Rs. 60,000 - 1,80,000 (E3) CTC is shown in the table below	45 Yrs.	02 Posts (01-UR; 01-SC)	<u>Essential.</u> (a) Full time Graduate in any discipline with not less than 60% marks (55% marks for SC Candidates) from any recognised University or Deemed University / Institute registered with UGC. AND (b) Full time Post Graduate Degree / Diploma in Management with specialization in HR / Personnel Management / Labour Laws from any recognised University or Deemed University / Institute registered with UGC. <u>Desirable (Optional)</u> A Degree in Law such as LLB / LLM	<u>Essential Experience:</u> (i) The candidate should have minimum 09 years of Post Qualification experience in various aspects of HR / Personnel Management / Industrial Relations / HR Legal Matters in Government Organizations / Public Sector Undertakings or in Large and Reputed Private Companies. The Incumbent shall be responsible for Manpower Planning / Recruitment / Training / Contract Labour Management / Handling Employee Legal Matters / Employees Welfare activities / General Administration and liaisoning with Government Agencies <u>Desirable:</u> Preference may be given to candidates with hands on experience in Legal Matters (Service Matters) and RTI. <u>(b) Lower Grade Experience:</u> <u>(i) Candidates from Govt. / PSUs:</u> Candidate should be working as Deputy Manager either in the pay scale with minimum 03 years' experience / 08 years' experience in the lower grade of <u>IDA PSU:</u> Rs. 20,600 - 46,500 (2007) / Rs. 16,400 - 40,500 (2007) Rs. 50,000 - 1,60,000 (2017) / Rs. 40,000 - 1,40,000 (2017) <u>CDA/Govt:</u> Pay Level - 9 / Pay Level - 8 of 7th CPC Matrix <u>(ii) Candidates from Private Sector:</u> The candidate should be working in organizations of repute with minimum annual turnover of Rs 100 crores and drawing present CTC of Rs.15 lakhs per annum or more.

S.No.	Name of the post (Grade)	Pay Scale (IDA)	Max. Age As on 03 Jun 2026	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 03 Jun 2026
P3	Deputy Manager (E2) [Technical]	Rs. 50,000 - 1,60,000 (E2) CTC is shown in the table below	35 Yrs.	10 Posts (05-UR; 02-OBC; 02-SC; 01-ST)	<u>Essential.</u> (a) Full time Engineering Graduate with not less than 60% marks (55% marks for SC/ST Candidates) in Mechanical/ Electrical / Electronics disciplines from any recognised University or Deemed University / Institute registered with AICTE. <i>(Refer to General Instructions for Group of Disciplines)</i> <u>Desirable (Optional)</u> Post-Graduation in relevant discipline	<u>Essential Experience:</u> (i) The candidate should have minimum 05 years of post-essential qualification experience (Including the professional training (if any) provided post joining) in the following: (ii) Construction / Repairs / Maintenance / Operations / Machinery Installation & Commissioning / of Naval Ships / Submarines in Govt. Organization / PSUs / Private Shipyards / Organizations in repute. <u>(b) Lower Grade Experience:</u> <u>(i) Candidates from Govt. / PSUs:</u> Should have minimum 3 years' experience in immediate lower grade of <u>IDA PSU</u> - Rs. 16,400 - 40,500 (2007); Rs. 40,000 - 1,40,000 (2017) <u>CDA/Govt.:</u> 7th CPC Pay Matrix: Pay Level 08 <u>(ii) Candidates from Private Sector:</u> The candidate should be working in organizations of repute with minimum annual turnover of Rs 100 crores and drawing present CTC of Rs.12 lakhs per annum.

2. On Fixed Term Contract (FTC) Basis:

S.No	Name of the post (Grade)	Pay	Max. Age As on 03 Jun 2026	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 03 Jun 2026
F1	Project Superintendent (Technical) (E6 Equivalent) On fixed term contract basis for a period of 03 years extendable by 01 year + 01 year subject to satisfactory performance / requirement or till 60 years of age whichever is earlier	Rs.1,85,000/- (Per Month) (Approx.)	57 Yrs.	02 Posts (02-UR)	<u>Essential:</u> Full time Engineering Graduate with not less than 60% marks in Mechanical / Electronics / Electrical / Naval Architecture or related disciplines from any recognised University/ deemed university / Institute recognised by AICTE. <u>Desirable:</u> Post Graduate Degree in Engineering (M.Tech / ME) <i>(Refer to General Instructions for Group of Disciplines)</i>	<u>(a) Essential Experience:</u> (i) The candidate should have at least 20 years of post-essential qualification (from completion of essential qualification, which is Graduation) experience in Indian Navy / Public Sector Undertakings or large and reputed Private Companies. (ii) Should have experience in Ship Building / Ship Design / Ship Repairs / Ship Machinery Installation / Overseeing the Construction / Repairs / Trials of Naval Ships / Submarines. <u>(b) Lower Grade Experience:</u> <u>(i) Candidates from Govt. / PSUs:</u> Should have minimum 3 years' experience in immediate lower grade of <u>IDA PSU :</u> Rs. 32,900- 58,000 (2007) Rs. 80,000 - 2,00,000 (2017) <u>CDA/Govt:</u> Rs.37400-67000 (PB4) GP Rs.8700/- (6th CPC) or Pay level 13 of 7th CPC Pay matrix. <u>(c) Candidates from Private Sector:</u> The Candidate should be working in organizations of repute with minimum annual turnover of Rs. 100 Crore and drawing present CTC of Rs. 24 LPA or more.

S.No	Name of the post (Grade)	Pay	Max. Age As on 03 Jun 2026	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 03 Jun 2026
F2	Dy. Project Superintendent (Technical) – Delhi Region (E5 Equivalent) On fixed term contract basis for a period of 03 years extendable by 01 year + 01 year subject to satisfactory performance / requirement or till 60 years of age whichever is earlier	Rs.1,70,000/- (Per Month) (Approx.)	57 Yrs.	01 Post (01-UR)	<u>Essential:</u> Full time Engineering Graduate with not less than 60% marks in Mechanical / Electronics / Electrical / Naval Architecture or related disciplines from any recognised University/ deemed university / Institute recognised by AICTE. <u>Desirable:</u> Post Graduate Degree in Engineering (M.Tech / ME) <i>(Refer to General Instructions for Group of Disciplines)</i>	<u>(a) Essential Experience:</u> (i) The candidate should have at least 18 years of post-qualification (from completion of essential qualification, which is Graduation) experience in Indian Navy / Public Sector Undertakings or large and reputed Private Companies. (ii) Should have experience in Ship Building / Ship Design / Ship Repairs / Ship Machinery Installation / Overseeing the Construction / Repairs / Trials of Naval Ships / Submarines with proven exposure in technical liaison, project coordination, vendor development, indigenization, procurement follow-up, stakeholder interface, and coordination with MoD / Naval Headquarters / DGQA / other government agencies.

S.No	Name of the post (Grade)	Pay	Max. Age As on 03 Jun 2026	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 03 Jun 2026
F3	Dy. Project Officer (Technical) On fixed term contract basis for a period of 02 years extendable by 01 year subject to satisfactory performance / Requirement.	Rs. 90,000/- (CTC Per Month – All Inclusive) With Retention Incentive of Rs.2,500/- on CTC of Every Year till the closure of Contract. For other benefits – refer the detailed advertisement	40 Yrs.	05 Posts (02-UR; 02-OBC; 01-SC)	Essential: Full Time Graduate with not less than 60% marks (55% for SC Candidates) in Mechanical / Electrical / Electronics & Communication / Controls / Shipwright & Equivalent from any recognized university / deemed university / Institute recognized by AICTE <i>(Refer to General Instructions for Group of Disciplines)</i>	(a) Essential Experience: Minimum 02 years Post Qualification experience in any one or more of the following: (i) Operation / Repairs / Refits / Maintenance / Trials / Inspection of Naval Ships / Submarines. (ii) Steel works like Fabrication, Erection and Welding on Naval Ships / Submarines. (iii) Installation & Integration of equipment / systems and overseeing / quality assurance during construction of Ships / Submarines. (iv) Setting to Work, Functional Trials and Harbour Trials of Engineering / Electrical equipment / systems for Naval Ships / Submarines. (v) Experience in Operation / Maintenance / Repairs of Plant / Manufacturing unit / Shipyard / Yard utilities operations, monitoring and repairs and maintenance of cranes, Plants & Machines in the yard. Desirable: Ex-Servicemen of Indian Navy (ERA-3 / equivalent & above) of ERA / EAP / SWA / MECH / EAR cadre may be preferred.

S.No	Name of the post (Grade)	Pay	Max. Age As on 03 Jun 2026	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 03 Jun 2026
F4	Dy. Project Officer (Civil) On fixed term contract basis for a period of 02 years extendable by 01 year subject to satisfactory performance / Requirement.	Rs. 90,000/- (CTC Per Month – All Inclusive) With Retention Incentive of Rs.2,500/- on CTC of Every Year till the closure of Contract. For other benefits – refer the detailed advertisement	40 Yrs.	03 Posts (01-UR; 01-OBC; 01-ST)	<u>Essential:</u> Full Time Engineering Graduate with not less than 60% marks [55% for ST Candidates] in Civil Engineering discipline from any recognized university / deemed university / Institute recognized by AICTE <i>(Refer to General Instructions for Group of Disciplines)</i>	<u>(a) Essential Experience:</u> Minimum 02 years Post Qualification experience in any one or more of the following: (a) Design & Material Estimate for RCC Structure / Marine RCC Structure / Building construction RCC. (b) Execution / Supervision of construction of Marine Structures, Buildings, Civil Structures, Bridges and Culverts etc. (c) Assessment of structural integrity / residual life of old RCC / Load Bearing Structure and their refurbishment using modern repairs / refurbish techniques. (d) Preparation of Scope of Work, Tender Document, Technical Evaluation of Tenders, Project Planning & contract management of construction and refurbishment of marine structure, residential and factor buildings. <u>Desirable Skills:</u> Working knowledge of Auto CAD.

S.No	Name of the post (Grade)	Pay	Max. Age As on 03 Jun 2026	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 03 Jun 2026
F5	Dy. Project Officer (Design) On fixed term contract basis for a period of 02 years extendable by 01 year subject to satisfactory performance / Requirement.	Rs. 90,000/- (CTC Per Month – All Inclusive) With Retention Incentive of Rs.2,500/- on CTC of Every Year till the closure of Contract. For other benefits –refer the detailed advertisement	40 Yrs.	02 Posts (01-UR; 01-OBC)	Essential: Full time Engineering Graduate with not less than 60% marks in Mechanical / Electrical / Civil / Naval Architecture / Ship Building / Ocean Engineering / Marine Engineering disciplines from any recognized university / deemed university / Institute registered with AICTE. <i>(Refer to General Instructions for Group of Disciplines)</i>	(a) Essential Experience: (i) Should have post-qualification experience of at least 02 years (after completion of Engineering) in drafting in any reputed Ship Design agencies / Shipyards. (ii) Experience in modelling & drafting in Aveva Marine / NUPAS CADMATIC / Ship Constructor or Equivalent ship design software. (iii) Should have prepared drawings in AUTOCAD software for ship design & construction / Marine Structures.

S.No	Name of the post (Grade)	Pay	Max. Age As on 03 Jun 2026	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 03 Jun 2026
F6	Dy. Project Officer (HR) On fixed term contract basis for a period of 02 years extendable by 01 year subject to satisfactory performance / Requirement.	Rs. 90,000/- (CTC Per Month – All Inclusive) With Retention Incentive of Rs.2,500/- on CTC of Every Year till the closure of Contract. For other benefits –refer the detailed advertisement	40 Yrs	02 Posts (01-UR; 01-SC)	<u>Essential.</u> (a) Full time Graduate in any discipline with not less than 60% marks (55% for SC Candidates) from any recognised University or Deemed University / Institute registered with UGC. AND (b) Post Graduate Degree in Management with specialization in HR / Personnel Management / Labour Laws (or) Post Graduate in Law from any recognised University or Deemed University / Institute registered with UGC.	<u>Essential Experience:</u> (i) The candidate should have minimum 02 years of Post Qualification experience in various aspects of HR / Personnel Management / Industrial Relations / Training & Development / Administration & Legal Matters in Government Organizations / Public Sector Undertakings or in Large and Reputed Private Companies. (a) Preference may be given to candidates with hands on experience in Legal Matters (Service Matters), RTI matters and working knowledge on HRM Modules. <u>Desirable Skills:</u> Working knowledge in SAP HCM Module Working knowledge of Telugu

S.No	Name of the post (Grade)	Pay	Max. Age As on 03 Jun 2026	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 03 Jun 2026
F7	Dy. Project Officer (Safety) On fixed term contract basis for a period of 02 years extendable by 01 year subject to satisfactory performance / Requirement.	Rs. 90,000/- (CTC Per Month – All Inclusive) With Retention Incentive of Rs.2,500/- on CTC of Every Year till the closure of Contract. For other benefits –refer the detailed advertisement	40 Yrs	01 Posts (01-UR)	<u>Essential:</u> (i) Full time Engineering Graduate in any discipline with not less than 60% marks from any recognized university / deemed university / Institute registered with AICTE. (ii) Diploma or Equivalent (Not less than 01 year) in Industrial Safety from any recognized university / AICTE <i>(Refer to General Instructions for Group of Disciplines)</i>	<u>Essential Experience:</u> (a) Candidates should have minimum 02 years full-time post qualification experience on training, education, consultancy or research in the field of accident prevention in industry or in any institution. (b) Working Experience as Safety Officer in Govt / Public Sector Undertakings or in any reputed Private organizations.

S.No	Name of the post (Grade)	Pay	Max. Age As on 03 Jun 2026	Discipline/ Reservation & No. of posts	Qualification	Professional experience as on 03 Jun 2026
F8	Dy. Project Officer (Fire Safety) On fixed term contract basis for a period of 02 years extendable by 01 year subject to satisfactory performance / Requirement.	Rs. 90,000/- (CTC Per Month – All Inclusive) With Retention Incentive of Rs.2,500/- on CTC of Every Year till the closure of Contract. For other benefits –refer the detailed advertisement	40 Yrs	01 Posts (01-UR)	Essential: (i) Full time Engineering Graduate in any discipline with not less than 60% marks from any recognized university / deemed university / Institute registered with AICTE. (ii) Diploma or Equivalent (Not less than 01 year) in Fire Safety from any recognized university / AICTE <i>(Refer to General Instructions for Group of Disciplines)</i>	Essential Experience: (a) Candidates should have minimum 02 years full-time post qualification experience in Fire Service Department in Govt / Public Sector Undertakings or in any reputed Private organizations.

TERMS AND CONDITIONS

A. Scale of Pay & Benefits:

For Permanent:

- (i) In addition to Basic Pay, the regular officers shall be entitled for payment of Industrial DA, HRA and Allowances of 27% on Basic Pay (under cafeteria approach, subject to review by Govt), Contributory Provident Fund, Gratuity, Reimbursement of Medical expenses for In-Patient treatment, Leave Encashment, Subsidized Lunch etc. as admissible as per the company policies/government regulations.
- (ii) Table below indicates the CTC at the minimum of scale as on date:

Grade	Pay scale	Annual CTC (approx.)
E3	Rs. 60,000-1,80,000/-	Rs. 18.42 lakhs per annum
E2	Rs. 50,000-1,60,000/-	Rs. 15.51 lakhs per annum

For Fixed Term Contract:

- (i) In addition to the consolidated pay, they are also entitled for other statutory benefits as admissible.
- (ii) TA / DA / conveyance for travel outside Visakhapatnam for official travel as deputed by HSL Management will be paid as per rates as applicable to HSL officers of equivalent scale.
- (iii) Applicable leave benefit as per policy.

B. Relaxations:

- (i) **Internal candidates** (only permanent employees) will be considered with the following relaxations in experience and age –
- The minimum experience in the lower grade shall be relaxed by 1 year.
 - The upper age limit is relaxed by 5 yrs.
 - No Application fee for internal candidates.
- (ii) Age will be relaxed for SC/ST/OBC/PWD categories as per Government rules.
- (iii) In case of **ex-servicemen** the upper age limit will be relaxed to the extent of number of years of service in the armed forces, however the resultant age after deducting the period of service from the actual age should not exceed the prescribed age limit by more than 3 years [For Permanent & FTC Posts].

C. Reservation:

- (i) Candidates from reserved categories fulfilling eligibility criteria may also apply for the posts earmarked for UR as per Government Rules.
- (ii) SC/ST candidates should possess valid Certificate in the prescribed format. OBC candidates at the time of interview have to submit declaration to the effect that the incumbent does not fall in Creamy Layer Section and also to produce non-creamy layer certificate in the prescribed format as applicable for appointment for the posts under Govt. of India and Central Govt., Public Sector Undertakings. OBC (non-creamy layer) certificate by the competent authority issued not later than 01.04.2026. Similarly, the candidates under Economically Weaker Section (EWS) category will have to submit the "Income & Asset" certificate issued by the competent authority not later than 01.04.2026.
- (iii) SC/ST/OBC/EWS candidates applying for a post where there are no vacancies in their respective categories, will be treated as General candidates and no relaxation in any criteria will be applicable to these candidates. However, they may indicate their actual category in online application so as to avail of application fees concession as applicable.

D. Application fee: Application Fee is Rs.300/-. No Registration fee for SC/ST/PH and Internal Candidates [Only Permanent employees]. Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before applying. **Payment should be made through online and the receipt of the online payment is to be saved for future reference.**

E. Service Bond: Candidates selected for Permanent Posts shall be required to execute a Service Agreement Bond of Rs. 5,00,000/- (Rupees Five Lakhs Only) to serve for a minimum period of Five (5) years with HSL from the date of joining.

F. Eligibility criteria for candidates from Government/ PSU/ Private sector:

- (i) Candidates from Private Sector Companies will be considered subject to fulfilment of criteria of their present CTC as indicated against relevant serial of detailed advertisement. Candidates are required to furnish the proof for the same along with the application.
- (ii) Candidates presently working in Government organisation should submit "**No Objection Certificate**" from the present Organisation along with the application. Without submission of "**No Objection Certificate**", the candidate may not be called for the interview. **[Only for permanent posts]**
- (iii) Without submission of CTC certificate and annual turnover proof of the present working company, application of the candidate could be summarily rejected. Training period, Teaching experience, Apprenticeship/ Internship and period of sabbatical, Extra-ordinary leave will not be counted towards work experience for the purpose of eligibility and while applying for the posts, candidates must ensure that they are not including such period as experience.

G. Method of Selection:

- (i) Candidates meeting the essential qualification and experience criteria and minimum grade service/ CTC criteria shall be shortlisted for interviewed either online on 'VC Mode' or by physical mode at Hindustan Shipyard Limited. The candidates called for physical interview shall be reimbursed "to & from 2nd AC train fare' for post number 1, 2 & 3. Candidates at their choice may perform journey by air however, reimbursement shall be limited to 'to & from train fare' by shortest route. The selection process may include group discussion, preliminary screening interview and final selection interview. Decision of selection committee shall be final and no representation, whatsoever it may be, shall be entertained. **No travel fare shall be paid to FTC posts.**

- (ii) In case, large number of applications are received against the aforementioned advertisement, candidates will be shortlisted in ratio not exceeding 06 times of published vacancies. Candidates may be shortlisted based on the Percentage of Marks secured by them in essential qualifying examination/graduation.
- (iii) Incomplete applications shall be summarily dismissed. In case of any discrepancy in the application, the candidature will be summarily rejected.
- (iv) Mere fulfilment of eligibility criteria shall not confer any right to the applicant for being called for the interview/ selection process.
- (v) Detailed scrutiny of the applications shall be done to ascertain the eligibility and with a view to select for the purpose of interview, only those candidates who are considered suitable in terms of the nature and quality of technical knowledge and professional expertise required for each specific post. Mere issuance of call letter for appearing in the selection process shall not imply that the candidate is eligible for the interview/post.
- (vi) Decision of management in shortlisting of the candidates shall be final.
- (vii) **Percentage of marks should be calculated in the following way:**
 - (a) Aggregate percentage of marks SHALL NOT BE rounded off (for example 64.99% not to be rounded off as 65%)
 - (b) In case of CGPA/OGPA/Grade is awarded by university, the equivalent percentage shall be derived based on the formula provided by the University for converting the grade to Percentage by the candidate. If no formula is prescribed by the University, the equivalence in percentage of marks will be established by multiplying the CGPA/OGPA/ Grade by a factor of 10 subject to the condition that the candidate has to submit documentary proof along with application that the University does not have any formula for conversion of CGPA/OGPA/Grade to percentage
- (viii) The Management reserves the right to raise the minimum eligibility standards, change the selection criteria, and cancel the recruitment process without assigning any reasons.

H. Other terms & conditions:

- (i) All vacancies are for Visakhapatnam except where mentioned. However, officers selected could be transferred to any other station for project upto 2 Yrs in one stretch. Also officers would be required to undertake outstation duties to Delhi/ Yards/Vendor Premises as and when required.
- (ii) The Contract may be terminated by either party by giving **Three months** notice in writing or in lieu by payment of **Three month** notice pay **[for FTC posts]**
- (iii) HSL may cancel a post/advertisement prior interview and inform the same on HSL website.
- (iv) Candidate not qualified/shortlisted/selected will not be provided any reason for the same.
- (v) No correspondence will be entertained from candidates not shortlisted/ not selected.

I. **General Instructions:**

i. **Grouping of Disciplines:**

GROUPING OF DISCIPLINES IN ENGINEERING	
Discipline	Grouping of Branches of Engineering
Mechanical	Mechanical / Mechanical & Industrial Engineering / Mechanical & Production Engineering / Production Engineering / Production/ Marine Engineering/ Metallurgy.
Electronics	Electronics / Electronics & Communications / Applied Electronics/ Instrumentation.
Electrical	Electrical / Electrical & Electronics / Electrical & Instrumentation.
Computer / IT	Computer / Information Technology / Computer Technology.
Civil	Civil / Civil & Structural / Structural.
Naval Architecture	Naval Architecture / Naval Architecture & Ship Building / Naval Architecture & Ocean Engineering/ Naval Architecture & Marine Engineering.

- ii. Indian Nationals only need to apply.
- iii. Applications sent other than the prescribed method stand rejected.
- iv. During the online application submission process, candidates should ensure to **upload the mandatory attachments, which include self-attested copies of SSC, Inter / Diploma, Degree/PG Marks lists, Provisional Certificate, Proof of Date of Birth, Caste/PH Certificate, Experience certificates, the most recent salary certificate, NOC [As applicable] and Annexure-I** into the application form.
- v. **Only candidates meeting essential qualification and experience will be shortlisted/ qualified for the selection process.**
- vi. **Disclosure of insufficient information shall not be considered and shall be treated as “REJECTED” and no communication will be made for the same.**
- vii. The candidates applying should ensure that they fulfil all eligibility conditions. Their admission at all stages is purely provisional. Mere issue of letter for written test or interview will not imply that candidature has been accepted. **Verification of Original Certificates will be done only at the time of interview.** The candidature of a candidate shall be cancelled at any point of time if the candidate is found not meeting the advertised eligibility criteria.
- viii. All original documents such as Degree Certificate, proof of Date of Birth, Caste/PH Certificate, Experience Certificates etc., will be checked at the time of interview. Non-production of original documents will debar the candidate from appearing for the interview and in that case, no Travel Fare will be reimbursed to such candidates.

- ix. 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. The candidates 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.
- x. While applying for a post, the candidate should ensure that he/she fulfils the prescribed eligibility criteria on the cut-off date/s and that the particulars furnished are correct in all respects. If at any stage of recruitment or thereafter it is detected that a candidate has furnished any incorrect/ incomplete information or has suppressed any material fact (s) to be considered as eligible, his/her candidature will stand automatically cancelled. If any shortcoming (s) is/are detected after his/ her assumption of charge, his/her service is liable to be terminated without any notice.
- xi. Candidature of a candidate is liable to be rejected at any stage of the recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or not in conformity with the eligible criteria mentioned in the advertisement.
- xii. The Management reserves the right to create and operate a panel of shortlisted candidates.
- xiii. The Qualifying Requirement /Experience & Age limit shall be reckoned as on the last date for online submission of application before the final dates shown above.
- xiv. Mere possession of the requisite qualification and experience will not confer any right to be called for interview. However, the Management reserves the right to relax qualifications/experience/age in the case of exceptionally experienced and qualified candidates.
- xv. The Management reserves the right to Increase or decrease the number of posts or consider for lower posts/grades to meet the organizational requirement or cancel the recruitment process, if need so arises, without issuing any notice or assigning any reason thereof.
- xvi. **Any corrigendum/ addendum to this advertisement will be displayed only on the Company's website <https://www.hslvizag.in>. Applicants are requested to visit the website from time to time for all updates.**
- xvii. All correspondence with candidates shall be done through e-mail only. All information regarding Interview Call Letter etc. shall be provided through e-mail uploaded at the time of application/uploading on HSL website. Responsibility of receiving, downloading and printing of Interview Call Letter or any other information shall be of the candidate only. HSL will not be responsible for any loss of e-mail sent, due to invalid/wrong e-mail ID provided by the candidate or delivery of e-mails to Spam/Bulk mail folder for delay/non-receipt of information if a candidate fails to access his/her mail/website in time or DND activated mobile no. etc.
- xviii. Candidates who got selected has to submit their dependents medical history declaration before joining to HR Dept.
- xix. All selected candidates are to be submitted their medical test reports prior to their joining. Joining is subjected to the medical clearance.
- xx. All appointments are subject to medical fitness as per the Rules of HSL.
- xxi. Any canvassing directly or indirectly by the applicant will disqualify his/her candidature.

HOW TO APPLY (Note: Please read the instructions carefully before filling the online application)

1. The Application should be submitted ONLINE via <http://www.hslvizag.in>
2. The cut-off date for ascertaining age and experience, etc. will be the starting date of online application, i.e. 03 Jun 2026 (For Permanent & FTC Posts).
3. Candidates should possess a valid E-mail id and remain active for at least next one year. All future correspondence would be sent via e-mail only.
4. Candidate should upload his/her photograph (20 – 50KB) and signature (10 – 20KB) in the prescribed format and size.
5. Candidates are requested NOT to be idle for more than 5 minutes to avoid the expiry of web page while filling the online application.
6. Candidate should be ready with all the bio-data before filling the application.
7. Click on “Careers” under “Human Resources” visit “Current Openings” link to view the openings available.
8. Please read the advertisement notice carefully, candidates are advised to self-check their eligibility against the recruitment posts.
9. Click on the respective link under “Apply Now” to submit the application online.
10. Registration process contain 3 stages 1) Personal details 2) Educational details and 3) Payment details
11. **Upload the Essential/ Mandatory Self-Attested Documents in online application portal while registration.**
12. If you have experience, please select “Experienced” else “Management Trainee” from the dropdown control against “Type of post”.
13. Candidates are advised to use the SAVE (button) option to avoid the loss of data or SUBMIT button to finally submit the application. Verify the filled data carefully before submitting, once submitted you’re NOT allowed to Edit / modify the application.
14. After successful completion of all the stages you will receive a confirmation message.
15. Candidates who have chosen SAVE (button) option are allowed to SUBMIT the application using **Edit Application** option at a later time before the closing date.
16. You will receive a confirmation e-mail with the Registration ID and a link to view your submitted application form.
17. Candidates are also advised to check their SPAM if the email does not reach inbox.
18. Take a print-out (Hard copy) of the filled Online Application for future reference.
19. Keep your DOB and Registration ID confidential.
20. In case of difficulty in registration or for any clarification, candidates may contact recruitment@hslvizag.in electronically.

EXPERIENCE DETAILS (Annexure - 1)

Please describe briefly here how your experience is relevant to the post applied for: -

Sl. No.	Name of the Organisation	Designation & Grade	Nature of Duties (Detailed)	No. of years	Salary/CTC