



Advt. No. 03/2026

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 its ongoing multiple platforms like Frigates, NGOPVs, Corvettes, etc. for the following posts under different disciplines. Eligible & Interested candidates are required to apply online through our website www.goashipyard.in

Direct Recruitment

A. <u>FIXED TERM EMPLOYMENT (FTE) POSTS FOR 03 YEARS</u> <u>FURTHER EXTENDABLE UPTO 02 YEARS</u>					
Sl. No.	Name of the post	No. of Vacancies	Category Wise Breakup	Upper age Limit as on (31.03.2026) (in years)	Scale of Pay (IDA – Revised 2017) & Grade
1	Manager (Weapons) - (On fixed term basis)	01	UR-01	UR – 36 OBC - 39	Rs.60000-3%-180000(E-3)
2	Manager (Main propulsion & Shafting / Auxiliary) - (On fixed term basis)	01	OBC-01		Rs.60000-3%-180000(E-3)
3	Deputy Manager (Main propulsion & Shafting/ Auxiliary) - (On fixed term basis)	01	UR-01	UR/EWS – 33 OBC - 36 SC/ST- 38	Rs.50000-3%-160000(E-2)
4	Deputy Manager (Electrical / Electronics / Power) - (On fixed term basis)	04	UR-01 SC-01 ST-01 OBC-01		Rs.50000-3%-160000(E-2)
5	Deputy Manager (Signal & communications) - (On fixed term basis)	04	UR-01 SC-01 OBC-01 EWS-01		Rs.50000-3%-160000(E-2)

Sl. No.	Name of the post	No. of Vacancies	Category Wise Breakup	Upper age Limit as on (31.03.2026) (in years)	Scale of Pay (IDA – Revised 2017) & Grade
6	Deputy Manager (Weapons) - (On fixed term basis)	01	UR-01	UR/EWS – 33 OBC - 36 SC/ST- 38	Rs.50000-3%-160000(E-2)
7	Deputy Manager (Piping) - (On fixed term basis)	02	OBC-01 EWS-01		Rs.50000-3%-160000(E-2)
8	Deputy Manager (HVACR) - (On fixed term basis)	02	UR-01 OBC-01		Rs.50000-3%-160000(E-2)
9	Deputy Manager (Hull/ Hull Outfit) - (On fixed term basis)	07	UR-02 SC-02 ST-01 OBC-01 EWS-01		Rs.50000-3%-160000(E-2)
10	Deputy Manager (Safety) - (On fixed term basis)	02	UR-01 OBC-01		Rs.50000-3%-160000(E-2)

UR= Unreserved; SC= Scheduled Caste; ST= Scheduled Tribe; OBC=Other Backward Class; EWS= Economically Weaker Section;

Note: Posts mentioned at A(1 to 10) 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	02.04.2026
Last date for Submitting Online Applications	22.04.2026 (till 17:00 hrs)

I. DETAILS OF POSTS AND TERMS AND CONDITIONS

A. FOR FIXED TERM EMPLOYEMENT VACANCIES

1. MANAGER (WEAPONS) – (ON FIXED TERM BASIS) – 01 VACANCY

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E) / Bachelor of Technology (B. Tech) in Electrical/ Electronics 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 7 years post qualification relevant work experience in design/ installation & commissioning/ operation/maintenance/ repairs/ planning/ production of weapon & sensor equipment on Indian Navy/ Coast Guard /shipbuilding platforms. Naval Officers of the rank Lieutenant Commanders and above or equivalent in Army / Air Force / Coast Guard meeting the experience criteria may also be considered.

Desirable Experience: Installation, testing & tuning and trials of weapons and sensors in the Indian Navy. Work Experience at Indian Navy/ Coast Guard in Design Directorates / Professional Directorate, Naval Dockyards, WOT and MoD shipyards will be an added advantage.

2. MANAGER (MAIN PROPULSION & SHAFTING/ AUXILIARY) – (ON FIXED TERM BASIS) – 01 VACANCY

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E) / Bachelor of Technology (B. Tech) in Mechanical / 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 7 years post qualification experience in the relevant field in Shipbuilding/Ship repair industry.

Desirable Experience: Experience of installation/ operation/ trials/ repairs of Gas Turbine engines and shafting of frontline warships such as corvettes, frigates or destroyers.

3. DEPUTY MANAGER (MAIN PROPULSION & SHAFTING/ AUXILIARY) - (ON FIXED TERM BASIS) – 01 VACANCY

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E) / Bachelor of Technology (B. Tech) in Mechanical / 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 experience in relevant field in Shipbuilding/Ship repair industry.

Desirable Experience: Experience of installation/ operation/ trials/ repairs of Gas Turbine engines and shafting of frontline warships such as corvettes, frigates or destroyers.

4. DEPUTY MANAGER (ELECTRICAL / ELECTRONICS/ POWER) - (ON FIXED TERM BASIS) – 04 VACANCIES

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

5. DEPUTY MANAGER (SIGNAL & COMMUNICATIONS) - (ON FIXED TERM BASIS) – 04 VACANCIES

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E) / Bachelor of Technology (B. Tech) in Electrical/Electronics 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 experience in relevant field in Shipbuilding/Ship repair industry.

Desirable Experience: Experience of installation/ operation/ trials/ repairs of electrical systems, including power management, of frontline warships such as corvettes, frigates or destroyers.

6. DEPUTY MANAGER (WEAPONS) - (ON FIXED TERM BASIS) – 01 VACANCY

Essential Educational Qualification: Full time regular Bachelor of Engineering (B.E) / Bachelor of Technology (B. Tech) in Electrical/ Electronics 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 relevant work experience in design/ installation & commissioning/ operation/maintenance/ repairs/ planning/ production of weapon & sensor equipment on Indian Navy/ Coast Guard/Shipbuilding platforms.

Desirable Experience: Installation, testing & tuning and trials of weapons and sensors in the Indian Navy. Work Experience at Indian Navy/ Coast Guard in Design Directorates / Professional Directorate, Naval Dockyards, WOT and MoD shipyards will be an added advantage.

7. DEPUTY MANAGER (PIPING) - (ON FIXED TERM BASIS) – 02 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: Any advanced / additional Diploma / Certificate Course from a recognized University / AICTE approved institution in Piping / Manufacturing Technology / Production Engineering

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

Desirable Experience: Should have thorough knowledge of planning, coordinating, executing & monitoring outfitting engineering & piping activities for new construction vessels built for Indian Navy & Indian Coast Guard.

8. DEPUTY MANAGER (HVACR) – (ON FIXED TERM BASIS) - 02 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: 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.

9. DEPUTY MANAGER (HULL/ HULL OUTFIT) - (ON FIXED TERM BASIS) - 07 VACANCIES

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

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.

10. DEPUTY MANAGER (SAFETY) – (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 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 4 years post qualification relevant work experience in Safety.

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.

II. EMOLUMENTS:

Grade	Pay scale	Approx. CTC (Rs. in lakhs)
E-3	Rs. 60000-3%-180000	18.50 (FTE)
E-2	Rs. 50000-3%-160000	14.93 (FTE)

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.

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	Immediate Lower payscale (IDA)	Years of service in the Immediate Lower payscale
1	Manager	Rs. 50000-3%-160000 (E-2)	2
2	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 candidates applying from Private Sector organizations, last two years experience should be at managerial level.
- (iv) Candidates working in PSUs on consolidated pay / fixed term tenure will be considered in line with Private Sector Organisations.

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. Candidates from EWS category will have to submit the EWS certificate from the designated authority.
- (iii) If the SC/ST/OBC (NCL)/ EWS 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.

VI. AGE RELAXATION:

- (i) Relaxation in age limit for SC/ST/OBC/Ex-Servicemen/Ex-Agniveer 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) Considering all the age relaxations, 03 years residual service should be available as on cut off date.

VII. SELECTION PROCESS:

The selection for all posts 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.

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/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) **“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/worked 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) All Outstation candidates qualified for interview will be paid to and fro A/C II tier rail fare by shortest route from their nearest railway station (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.
- 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) Interim enquiries will not be entertained.
- 13) Canvassing in any form will be a disqualification of their candidature.
- 14) 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.
- 15) Management reserves the right to call for any additional documentary evidence in support of education, experience, CTC/Pay-scale etc. of the applicants.
- 16) 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
- 17) 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.

- 18) Management reserves the right to cancel the advertisement and/or the selection process thereto without assigning any reason.
- 19) 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.
- 20) 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**”.
- 21) 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.
- 22) 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.
- 23) Management will not be responsible for non receipt of email and loss of their E-mail ID and password.
- 24) **Upper age limit and experience will be considered as on 31.03.2026.**
- 25) In the event of finding difficulty to apply online the candidates may contact us through Email: recruitment@goashipyard.com
- 26) Applications filled online contrary to instructions given shall be rejected.
- 27) For any dispute, the Jurisdiction shall be Goa only.

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 Now’ 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 not more than 500 kb.
- Scanned copy of experience certificates not more than 1 MB.
- Scanned copy of Aadhar Card not more than 500 kb.

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/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 advised to login again and repeat the process payment.

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. Candidates are required to mandatorily take print out of auto generated filled in Application Form as the same is required to be produced by the candidates at the time of Selection process.
3. **Online Application opens from 00.00 hrs on 02.04.2026 and closes at 17.00 hrs on 22.04.2026.**
