

**TEBMA SHIPYARDS LIMITED**  
**(A WHOLLY OWNED SUBSIDIARY OF COCHIN SHIPYARD LIMITED,**  
**A GOVT OF INDIA ENTERPRISE)**

No. CSL/TSL/PROJ/HR/01/2020-21-Vol I

21 September 2020

**SELECTION OF CHIEF EXECUTIVE OFFICER**  
**FOR TEBMA SHIPYARDS LIMITED**

Tebma Shipyards Limited (TSL), a Wholly Owned Subsidiary of Cochin Shipyard Limited invites **Online applications** from experienced professionals for filling up of the post of **Chief Executive Officer on Contract Basis** for TSL. Cochin Shipyard Limited (CSL) shall coordinate all recruitment related activities on behalf of TSL.

**I. Name of post, Number of Vacancies /Reservation, Educational Qualification, Experience and Job Requirements:-**

<b>Sl. No.</b>	<b>Name of Post</b>	<b>Number of Vacancies / Reservation</b>	<b>Educational Qualification, Experience &amp; Job Requirements</b>
1	Chief Executive Officer on Contract Basis for Tebma Shipyards Limited	1 Post (UR)	<p><b>Educational Qualification:</b></p> <ul style="list-style-type: none"><li>• Bachelor's Degree in Engineering.</li></ul> <p><b>Experience:</b></p> <ul style="list-style-type: none"><li>• Minimum of 20 years of overall managerial experience in Ship Building &amp; Ship Repairs.</li><li>• Experience of having held senior positions in reputed organization (preferably shipyards).</li><li>• Exposure to Manufacturing, Technology, Supply chain, HRD and Finance is necessary.</li><li>• Exposure to end-to-end processes in a shipyard.</li><li>• Exposure to international practices in Ship Building.</li><li>• Experience of having worked in Senior Positions with PSUs would be an added advantage</li><li>• Client/ Customer Interfacing and Management experience, including that of foreign clientele will be an added advantage.</li><li>• Training/ Exposure to HSE/ Safety aspects of shipyard operations will be an added advantage.</li><li>• Good communication skills.</li><li>• Strong ability to organize effectively, delegate responsibility and solve problems quickly.</li><li>• Leadership skills, including the ability to manage time effectively and handle both internal and external conflicts.</li><li>• Ability to handle Business at a Corporate level.</li></ul> <p><b><u>Job Requirements:</u></b></p> <p>The CEO will have to independently lead TSL and the team which will have initial responsibility in reviving the operations in all existing facilities of TSL. The broad scope of responsibilities shall include, but not be limited, to the following:</p>

			<ul style="list-style-type: none"> <li>• Lead TSL as Head of operations following the Government guidelines applicable to Public Sector Undertaking.</li> <li>• Ensure that activities are conducted as per prevailing laws and ethics, and appropriate systems and procedures are in place to support the same</li> <li>• Put in place a Safe, Efficient and Professional Work Culture in TSL.</li> <li>• To lead by example and encourage employees to conduct their activities in accordance with all applicable laws and Company's standards &amp; policies, including its environmental, safety and health policies</li> <li>• Revenue Generation as per targets/ road map.</li> <li>• Represent TSL as required in various forums.</li> <li>• Facility revival, upkeep, upgrades, utilisation and optimisation.</li> <li>• Work closely with the Chief Financial Officer (CFO) and Company Secretary (CS) to achieve targeted financial projections &amp; performance of TSL.</li> <li>• Work closely with HR to optimise manpower deployment and staffing.</li> <li>• Evaluate and implement the best suited outsourcing &amp; sub-contracting models for work execution and supply chain management with an aim to bring time and cost advantages.</li> <li>• Identify potential risks and ensure that they are monitored and managed.</li> <li>• Ensure effective managerial control on the workforce.</li> <li>• To work in the interest of TSL and maintain confidentiality.</li> <li>• To set up departments / divisions as required for the day to day working of the TSL and establish goals.</li> <li>• To set up committees as required for the working of TSL.</li> <li>• Establish quality control systems for all activities undertaken.</li> <li>• Ensure that TSL adheres to all Statutory/Administrative requirements and compliances.</li> <li>• Ensure Corporate Governance of the highest order.</li> <li>• Act as a liaison between TSL and CSL/Ministry of Shipping.</li> </ul>
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## **II. Period of Contract and Place of Posting:-**

- a) The tenure of contract will be for a period of **five years** or the period as decided by TSL.
- b) The posting shall be at Tebma Shipyards Limited, Malpe, Karnataka.

### III. **Remuneration:**

- a) Monthly remuneration shall be commensurate with the experience of the selected candidate.

### IV. **Age:**

- a) Age shall be 50 years and above, as on **15 October 2020**.

### V. **Method of Selection:**

- a) The method of selection shall be through Personal Interview to be held at Cochin Shipyard Limited, Kochi or Interview through electronic media in view of Covid-19 pandemic issues.

### VI. **Conditions:**

#### a) **Qualification**

- i) The qualification for the post as per item I must be from a University/ Examination recognized by AICTE/ appropriate statutory authority in India.

#### b) **Experience**

- i) Experience acquired after the date of passing of the qualification stipulated as per item I above shall only be considered. Period of post qualification experience shall be reckoned as on **15 October 2020**.
- ii) Candidates should produce all certificates in original 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.

#### c) **Application fee**

- i) **Application fee of ₹ 500/- (Non – refundable, plus bank charges extra) should be remitted using the Online payment options (Debit card/Credit card/Internet Banking) which can be accessed through our Online application facility from 24 September 2020 to 15 October 2020. No other mode of payment shall be accepted.**

#### d) **How to apply**

- i) **Applicants should go through the User Manual and FAQ published in the link [www.cochinshipyard.com](http://www.cochinshipyard.com) (Careers page) before filling the online application. The application consists of two phases –One time Registration and submission of application against the post applicable. Applicants should not submit more than one application. Application once submitted shall be final.**
- ii) Applicants meeting the notified requirements may do the **One time Registration in the SAP Online portal and submit their application.** The facility to submit their application can be accessed through our website **[www.cochinshipyard.com](http://www.cochinshipyard.com) (Careers page) from 24 September 2020 to 15**

**October 2020. Application submitted direct or by any other mode shall not be accepted.**

- iii) Applicants should ensure that all certificates towards proof of age, educational qualification, experience etc and a recent passport size colour photograph are uploaded in the SAP online application portal, failing which their candidature shall not be considered and shall be rejected.
- iv) **Please note that incomplete applications and / or ineligible candidates shall not be considered.**
- v) **Applicants need not send the online application print out/ certificates/ application fee in the form of DD/Challan/Cheque by post to Cochin Shipyard Ltd.**
- vi) For applying through the SAP online application facility, the website shall remain functional from **24 September 2020 to 15 October 2020**. The last date for submission of applications through online is **15 October 2020**.

**e) General**

- i) **Applicants are advised to make sure that they are meeting the eligibility requirements as per the vacancy notification for the post before submitting the applications.**
- ii) Shipyard reserves the right to call for any additional documentary evidence from candidates in support of educational qualification / experience / other notified eligibility requirements as indicated in their online application, and information/ replies to such queries should be only through the e-mail [career@cochinshipyard.com](mailto:career@cochinshipyard.com). However, Cochin Shipyard shall not be responsible for any delay/non-receipt of such e-mails within the stipulated date and time. Replies to any such queries received after the stipulated date and time shall not be considered, and no further correspondence shall be entertained in this regard.
- iii) **The candidature of the applicants short-listed for the Personal Interview shall be purely provisional, subject to verification of original certificates in proof of age, qualification, experience etc at the time of joining. In case, the candidates are found not meeting the eligibility requirements or fail to produce certificates in original, the candidate shall not be considered for selection and candidature will be cancelled/rejected without further notice.**
- iv) **Call letters shall not be sent to short-listed candidates by post.** They shall be informed to download call letter by e-mail/SMS/through CSL website [www.cochinshipyard.com](http://www.cochinshipyard.com). Schedule of the selection shall be intimated to the shortlisted applicants through SMS/E-mail/CSL website (Careers page).
- v) Candidates should be of sound health and satisfy the medical fitness standards as fixed by the company. The candidates short-listed for appointment should undergo a medical examination in the hospitals as prescribed by Shipyard and medical fitness further subject to certification by the Chief Medical Officer of CSL.
- vi) TSL reserves the right not to fill up the vacancy notified.

- vii) If at any stage it is found that any information furnished is false/ incorrect or the candidate does not satisfy the eligibility criteria, the candidature/appointment is liable to be cancelled/ rejected.
- viii) Any legal proceedings in respect of any claim or dispute arising out of this advertisement and/or an application in response thereto and selection process thereafter can be instituted only in the Courts/Tribunals/Forums at Ernakulam and such Courts/ Authorities shall have sole and exclusive jurisdiction.
- ix) Any amendment, modification or addition to this advertisement shall be given in the CSL website only.
- x) For any queries please contact us via e-mail [career@cochinshipyard.com](mailto:career@cochinshipyard.com).

**VII. Important Dates:**

<b>Commencement of Online Application</b>	<b>: 24 September 2020</b>
<b>Last Date of Online Application</b>	<b>: 15 October 2020</b>

**“CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION”  
“ONLY INDIAN NATIONALS NEED APPLY”**

Sd/-  
CHIEF GENERAL MANAGER (HR & TRAINING)  
Cochin Shipyard Limited