



भारत सरकार / GOVERNMENT OF INDIA  
पत्तन, पोत परिवहन और जलमार्ग मंत्रालय  
MINISTRY OF PORTS, SHIPPING AND WATERWAYS  
नौवहन महानिदेशालय, मुंबई  
DIRECTORATE GENERAL OF SHIPPING, MUMBAI

F. No. 26-15/2/2026-NA - DGS

Dated: 09/03/2026

To,  
The Circulation Manager,  
Times of India,  
D.N. Road, Mumbai-400001.

**Subject: Advertising a Notice on Behalf of D. G. Shipping in "Times of India (all Indian edition)", "Navbharat Times" and "Maharashtra Times".**

Sir,

Please find herewith a Vacancy Notice for publishing same in your English newspaper "Times of India" (all India edition), Hindi newspaper "Navbharat Times" and Marathi Newspaper, "Maharashtra Times" on behalf of the Directorate General of shipping Government of India, Ministry of Ports, Shipping and waterways, Mumbai

It is requested to publish the same at the earliest at DAVP rates' and after publication, submit the copies of the advertisement and bill along with certificate of the DAVP rates, duly signed for settlement.

Yours' Faithfully,

(Nebu Oommen)

Dy. Chief Ship Surveyor-cum-Sr. DDG (Tech)  
Directorate General of Shipping

Encl: As above

## DIRECTORATE GENERAL OF SHIPPING

### Vacancy

Applications are invited for 15 contractual position for the Naval Architects in the Directorate General of Shipping, Govt. of India, 9th Floor Beta Building, I-Think Techno Campus, Kanjurmarg (East), Mumbai - 400 042. The eligibility, educational Qualification, Work Experience, and format for submission of application etc may be seen in the detailed advertisement placed at the DG Shipping website: [www.dgshipping.gov.in](http://www.dgshipping.gov.in). The last date for receipt of application is 21 days from publication of this advertisement. The engagement are across different location across India namely Kandla, Mumbai Chennai, Kochi, Visakhapatnam, Paradip, Kolkata

Sr. No.	Description	Remuneration	Educational Qualification
1.	Naval Architects Category 2  5 or 5+ years of experience in shipbuilding, ship repair, maritime engineering, or related maritime industry roles	INR 2,00,000 / month	<ul style="list-style-type: none"><li>● Bachelor's degree (B.Tech / B.E ) in Naval Architecture, from a recognized university/institution with minimum 60% marks.</li><li>● Postgraduate qualification in Naval Architecture is highly desirable</li></ul>
2	Naval Architects Category 1  1-4 years of experience in shipbuilding, ship repair, maritime engineering, or related maritime industry roles	INR 1,20,000 / month	<ul style="list-style-type: none"><li>● Bachelor's degree (B.Tech / B.E ) in Naval Architecture, from a recognized university/institution with minimum 60% marks.</li><li>● Current enrollment or completion of postgraduate studies in Naval Architecture (desirable)</li></ul>

The corrigendum/ Addendum, if any, will be uploaded on the DGS website only.

## **TERM OF REFERENCE (TOR) FOR ENGAGEMENT OF FIFTEEN (15) NAVAL ARCHITECTS FOR SHIPBUILDING CELL – DIRECTORATE GENERAL OF SHIPPING**

### **Introduction**

The **Directorate General of Shipping (DGS)**, an attached office under the **Ministry of Ports, Shipping and Waterways (MoPSW), Government of India**, is the apex regulatory authority for the Indian maritime sector. The DGS is entrusted with implementing the Merchant Shipping Act, 1958, and formulating policies to ensure maritime safety, environmental protection, and growth of the Indian maritime industry.

As mandated under **Maritime India Vision 2030** and **Maritime Amrit Kaal Vision 2047**, the DGS is establishing a dedicated **Shipbuilding Cell** to develop India's shipbuilding and ship repair capacity, attract domestic and international investment, facilitate policy implementation, and support strategic maritime sector growth.

To operationalize the Shipbuilding Cell's mandate effectively, there is an urgent requirement for Fifteen (15) **naval architects** with specialized expertise in shipbuilding technical assessment, strategic planning, digital infrastructure, and investment facilitation. These naval architects will serve as the technical backbone of the Cell, providing hands-on expertise in policy development, yard assessment, market analysis, project development, and implementation support.

This engagement is structured to attract two distinct categories of naval architects based on experience levels, ensuring a balanced team composition with both senior strategic guidance and intermediate technical execution capability.

### **Objectives and Scope of the Assignment**

To provide specialized, high-level naval architecture and maritime engineering expertise to support the **Shipbuilding Cell's** strategic mandate of transforming India's shipbuilding and ship repair sector.

The naval architects will serve as the core technical resource pool for:

- **Technical Assessment and Standards Development** – Conduct comprehensive baseline assessments of Indian shipbuilding infrastructure, comparative benchmarking with global yards, and development of national standards and grading systems for shipyards
- **Strategic Planning and Market Analysis** – Provide technical input to strategic roadmaps, analyze global and Indian shipbuilding market dynamics, identify investment opportunities, and support workshare analysis
- **Digital Infrastructure Enablement** – Define technical requirements for shipbuilding-focused digital systems, support System Integrator procurement, and ensure technical validation of digital deliverables
- **Investment Facilitation and Implementation** – Develop bankable project proposals, structure business models (PPP/JV/EPC), facilitate investor engagement, and provide hands-on implementation support to operationalize the Cell

### **Key Responsibilities (Common to All Naval Architects)**

All naval architects, regardless of category, shall perform the following responsibilities:

#### **Technical Analysis and Assessment**

- Conduct technical baseline assessments of shipbuilding and ship repair infrastructure, capabilities, and competitiveness
- Perform comparative analysis of Indian shipyards against international benchmarks (Korea, Singapore, Japan, China)
- Evaluate adoption of advanced technologies (green propulsion, modular construction, automation, Industry 4.0)
- Assess regulatory alignment with international maritime standards (IMO 2030/2050, EU Green Shipping Mandate, class societies)

#### **Strategic Planning and Market Intelligence**

- Analyze global and Indian shipbuilding market dynamics, demand trends, and vessel types
- Identify emerging market opportunities in commercial vessels, defense ships, specialized vessels, and ship repairs
- Conduct stakeholder consultations with shipyard operators, ship owners, and maritime industry bodies
- Provide technical inputs to strategic roadmap development and policy formulation

#### **Policy and Standards Development**

- Review existing policies, regulations, and incentive schemes impacting shipbuilding competitiveness
- Draft technical standards, guidelines, model specifications, and SOPs for ship design, construction, and repair
- Provide technical justification and impact assessments for proposed policy interventions
- Support development of national grading and rating systems for shipyards

#### **Project Development and Feasibility Analysis**

- Undertake technical due diligence of existing and proposed shipyards (layouts, facilities, capacity, upgrades)
- Prepare technical concept notes and feasibility studies for shipbuilding/repair clusters and projects
- Develop standard design briefs and specifications for model vessel and facility projects
- Conduct financial modeling inputs based on technical assessments and capacity analysis

#### **Investment Facilitation**

- Support development of bankable project concepts with defined technical specifications and cost-capacity relationships
- Participate in technical discussions with potential investors, shipyards, design houses, and OEMs

- Support preparation of investor pitch materials and information memoranda with technical narratives and schematics
- Facilitate technical due diligence and investor site visits to shipyards

#### **Digital Systems Support**

- Define technical and functional requirements of shipbuilding-related digital modules and dashboards
- Specify technical data fields, formats, and performance indicators for monitoring shipbuilding capacity and projects
- Support System Integrator procurement through RFP technical input and bid evaluation
- Validate digital system outputs and support UAT (User Acceptance Testing) of digital tools

#### **Implementation and Operational Support**

- Provide continuous technical support for operationalizing action plans and policy measures
- Develop project proposals (minimum 10 proposals) with technical specifications and business models
- Monitor implementation through technical KPIs (capacity utilization, build cycles, productivity, quality, environmental performance)
- Support capacity building and knowledge development for state maritime boards and shipyards

#### **Stakeholder Engagement and Collaboration**

- Participate in stakeholder consultations with shipyards, designers, classification societies, ports, and technology providers
- Represent the Shipbuilding Cell in technical forums, bilateral/multilateral discussions, and maritime events
- Coordinate with cross-functional departments including Policy, Investment, Digital Systems, and Coastal Shipping

#### **Documentation and Knowledge Management**

- Prepare technical reports, assessments, and analysis documents
- Maintain comprehensive project documentation and audit trails
- Contribute to institutional knowledge base on shipbuilding sector, yard benchmarks, and best practices
- Develop technical material and case studies for capacity building

#### **Category 1: Naval Architects – Junior/Entry Level (1-4 Years Experience)**

#### **Overview**

This category is designed to attract motivated naval architects in the early-to-mid stages of their professional careers. These professionals will support senior team members in technical analysis, project development, and implementation activities under close mentorship.

### **Key Focus Areas for Category 1**

- Technical data collection and analysis under senior guidance
- Conducting field assessments and shipyard technical surveys
- Preparing technical reports and documentation
- Supporting feasibility studies and project concept development
- Assisting in stakeholder coordination and meeting support
- Contributing to market analysis and industry research
- Learning and knowledge development in shipbuilding sector

### **Qualifications and Experience – Category 1**

#### **Educational Qualifications:**

- Bachelor's degree (B.Tech / B.E) in Naval Architecture, from a recognized university/institution with minimum 60% marks
- Current enrollment or completion of postgraduate studies in Naval Architecture (desirable)

#### **Professional Experience:**

- **1-4 years** of professional experience in shipbuilding, ship repair, maritime engineering, or related maritime industry roles
- Experience may be from shipyards (PSU or private sector), design houses, classification societies, maritime consultancies, or government maritime organizations

### **Essential Competencies – Category 1**

- **Technical Foundation:** Sound understanding of ship design principles, construction methodologies, and naval architecture fundamentals
- **Analytical Skills:** Ability to analyze technical data, conduct comparative studies, and document findings systematically
- **Technical Communication:** Proficiency in English (written and spoken) with ability to prepare technical reports and presentations
- **Software Proficiency:** Working knowledge of MS Office Suite (Word, Excel, PowerPoint) and familiarity with CAD/marine design software (desirable)
- **Stakeholder Coordination:** Ability to work collaboratively with cross-functional teams and support stakeholder engagement activities
- **Learning Orientation:** Willingness to develop expertise in shipbuilding sector, maritime policy, and investment facilitation

- **Fieldwork Capability:** Ability to conduct field visits to shipyards and undertake technical site assessments

### **Desirable Qualifications – Category 1**

- Experience with shipyard assessments, technical due diligence, or feasibility studies
- Familiarity with international maritime standards and classification society requirements
- Knowledge of green propulsion systems or modern shipbuilding technologies
- Previous exposure to government maritime policy or maritime administration
- Proficiency in additional languages (Hindi, regional language)
- Experience in digital data management or maritime information systems

### **Category 2: Naval Architects – Senior/Experienced (5 or 5+ Years Experience)**

#### **Overview**

This category is designed to attract experienced naval architects with proven track records in shipbuilding technical management, project development, and strategic advisory roles. These professionals will provide senior technical guidance, lead specialized projects, and mentor junior team members.

#### **Key Focus Areas for Category 2**

- Leading technical assessments and benchmarking studies
- Directing project development and feasibility analysis activities
- Providing technical input to policy and standards development
- Managing investor facilitation and business model structuring
- Mentoring junior naval architects and knowledge transfer
- Representing the Shipbuilding Cell in high-level technical forums
- Strategic advisory on shipbuilding sector transformation

#### **Qualifications and Experience – Category 2**

##### **Educational Qualifications:**

- Bachelor's degree (B.Tech / B.E ) in Naval Architecture, from a recognized university/institution with minimum 60% marks
- Postgraduate qualification in Naval Architecture is highly desirable

##### **Professional Experience:**

- Minimum **5 or 5+ years** of professional experience in shipbuilding technical management, maritime engineering, or naval architecture
- Demonstrated experience in at least two of the following areas:

- Shipyard technical management or engineering (design, construction, project management)
- Shipbuilding business development, investment, or strategic planning
- Maritime policy advisory or government maritime administration
- International maritime consulting or technical due diligence
- Classification society or maritime standards development work
- Proven ability to lead technical projects, conduct independent analysis, and provide strategic recommendations

### **Essential Competencies – Category 2**

- **Advanced Technical Expertise:** Deep understanding of ship design, shipyard operations, construction methodologies, and modern shipbuilding technologies
- **Strategic Thinking:** Ability to synthesize complex technical information into strategic recommendations and policy inputs
- **Project Leadership:** Proven ability to lead technical projects, manage multiple workstreams, and deliver results on schedule
- **Investment Analysis:** Experience in project development, financial modeling, feasibility assessments, and business model structuring
- **Stakeholder Management:** Strong capability in engaging with diverse stakeholders including investors, government officials, industry leaders, and international partners
- **Technical Communication:** Excellent English communication skills (written and verbal) with ability to present complex technical information to non-technical audiences
- **Digital Competency:** Strong proficiency in MS Office Suite, data analysis tools, maritime software, and ability to work with digital systems and dashboards
- **Mentorship:** Ability to guide and mentor junior professionals and contribute to institutional knowledge development

### **Desirable Qualifications – Category 2**

- Experience with bilateral or multilateral maritime cooperation and international maritime forums
- Knowledge of PPP/JV structuring or international maritime partnerships
- Familiarity with green propulsion systems, decarbonization, and sustainable shipbuilding practices
- Prior experience working with government maritime organizations or maritime policy development
- Track record of developing and securing investment for maritime projects
- Experience in organizational development or institutional capacity building
- Knowledge of emerging maritime technologies (autonomous vessels, digitalization, Industry 4.0)

## Reporting and Review

### Reporting Authority:

- All naval architects shall report to the **designated Officer** within the Shipbuilding Cell for day-to-day supervision and technical guidance
- Shipbuilding Cell shall conduct monthly or quarterly performance reviews for all naval architects
- The place of posting shall be at the Directorate General of Shipping, Mumbai, and at various Mercantile Marine Departments (MMDs) located across different regions under the administrative control of the Directorate General of Shipping, Mumbai

## Remuneration and Payment Terms

### Category 1: Naval Architects (1-4 Years Experience)

- **Consolidated Monthly Remuneration:** ₹ 1,20,000 (Rupees One twenty Thousand) per month
- **Annual CTP:** ₹ 14,40,000
- The remuneration shall be paid monthly in arrears through bank transfer
- Annual increment of 5% may be considered based on performance and engagement extension

### Category 2: Naval Architects (5 or 5+ Years Experience)

- **Consolidated Monthly Remuneration:** ₹ 2,00,000 (Rupees Two Lakh) per month
- **Annual CTP:** ₹ 24,00,000 (Rupees Twenty-Four Lakh)
- The remuneration shall be paid monthly in arrears through bank transfer
- Annual increment of 5% may be considered based on performance and engagement extension

### Payment Terms:

- Remuneration shall be disbursed in accordance with Government of India Financial Rules and applicable Ministry guidelines
- Payment shall be made through Direct Bank Transfer (DBT) to candidate's designated bank account
- All statutory deductions (Income Tax, Provident Fund as applicable) shall be made as per Government norms
- No advance payments shall be made; all payments shall be processed against submitted claim forms and time sheets

### Allowances and Additional Benefits:

- **Official Travel:** For approved official travel (duly sanctioned by the Competent Authority), conveyance facility shall be provided at par with Level 8 Central Government officials as per existing norms
- **Office Infrastructure:** The naval architects shall have access to dedicated office space, computer systems, software, printers, internet access, and necessary consumables as determined by the Competent Authority
- **Professional Development:** Access to relevant professional conferences, workshops, and training programs as approved by the organization
- **Personal Conveyance:** Candidates shall arrange their own transportation for attending office. However, for approved official field visits to shipyards and sites, official transportation shall be arranged

### **Leave and Attendance Policy**

#### **Casual Leave:**

- Annual entitlement of **8 (Eight) working days** casual leave per annum, excluding 2 (two) days of restricted holidays
- Leave absence for more than a total of 10 (= 8+2) working days in a year shall be treated as leave without pay
- Casual leave of more than 5 working days at a stretch shall not be granted without prior written approval
- All leave applications must be submitted to the Head of Technical Services at least 5 working days in advance

#### **Medical Leave:**

- Annual entitlement of **10 (Ten) working days** paid medical leave upon production of valid medical certificates
- Medical leave beyond 10 days in a year shall be treated as leave without remuneration/CTP
- Medical certificates from recognized medical practitioners shall be required for all medical leave claims

#### **Restricted Holidays:**

- Engagement period excludes 2 (two) days of restricted holidays as applicable to Government of India offices
- No additional compensation shall be paid for work on restricted holidays unless specifically authorized

#### **Attendance Requirements:**

- Regular attendance and punctuality are mandatory for all naval architects
- Working hours shall be 9:30 AM to 6:00 PM (with 30 mins lunch break) on all working days
- Field visits and stakeholder engagement may require flexibility in working hours and travel

- Attendance shall be recorded and monitored on a daily basis

### **Duration of Engagement**

The engagement shall be for an initial period of two years from the date of formal signing of the Engagement Letter/Contract Agreement. The term may be further extended based on the

### **How to Apply**

Candidates must submit their applications in the prescribed format within 21 days from the date of publication of window advertisement in Newspaper. The application should be sent via email along with necessary documents to the contact email mentioned in the advertisement. Hard copies will not be accepted. Scanned copy of the application form along with other relevant documents should be mailed to [sahu-dgs@gov.in](mailto:sahu-dgs@gov.in).

### **Selection Criteria**

1. **Shortlisting:** Candidates shortlisted on the basis of essential and desirable qualifications as mentioned in this TOR.

2. **Interview:** Candidates who qualify the written test and computer proficiency test will be notified and invited to appear for a personal interview

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### **Contact for Queries**

For any clarifications regarding the **Terms of Reference (TOR)**, selection process, or application procedures, candidates may contact:

**Name:** *Nebu Oommen*

**Designation:** Deputy Chief Ship Surveyor Cum Sr. DDG (Tech)

**Organization:** Shipbuilding Cell, Directorate General of Shipping

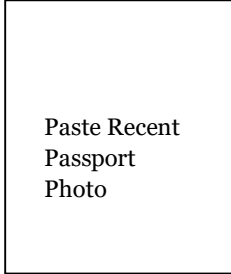
**Email:** [nebu.oommen@gov.in](mailto:nebu.oommen@gov.in)

**Office Address:** Directorate General of Shipping,  
9<sup>th</sup> Floor, Beta Building I think Techno Campus  
Kanjur Marg East, Mumbai 400042

**APPLICATION FORM FOR THE POSITION OF ENGAGEMENT OF \_\_\_\_\_  
FOR DIRECTORATE GENERAL OF SHIPPING**

**Applying for the location:- (Candidate may choose more than 1 option).**

- a. Kandla
- b. Mumbai
- c. Chennai
- d. Kochi
- e. Visakhapatnam
- f. Paradip
- g. Kolkata



1. **Full Name of the candidate** (In Block Letters):
2. **Father's/Husband's Name:**
3. **Mother's Name:**
4. **Gender:**
5. **Marital Status :**
6. **Nationality:**
7. **Permanent Postal Address** (attach a copy of evidence):
8. **Police Station:**
9. **Current Address:**
10. **Mobile No.:**
11. **Mobile No. (WhatsApp messenger):**
12. **Email ID:**
13. **Passport No. (If available):** .....
14. **Date of Birth**(attach a copy of evidence)(dd/mm/yyyy):
15. **Age (As on 1st January 2026):** \_\_\_Years\_\_\_month(s)
16. **Current Designation:**
17. **Current Employer's Full Address with contact email and phone number:**
18. **Educational Qualification** (attach copies of certificates):

Sl.	Examination	Subject	Year of Passing	Name of College	Name Board/University	Class/ Percentage of marks obtained

1.	Graduation					
2.	Post graduation					
3.	Others(ifany)					

19. Training details relevant to the position applied(attach copies of certificates):

Sl.	Title of the Training program	Duration of Training	Training organized by
1.			
2.			
3.			

20. Total Professional Experience: \_\_Years\_\_ month(s)

21. Details of Professional Experience (Starting from latest \*\*)(attach copies of experience certificates):

Sl.	Designation	Organization	From (MM/YYYY)	To (MM/YYYY)	Last net salary drawn annum)	Summary of Services (per provided

22. Write a brief noted a scribing why would like to be associated with us:(Maximum 250

words

23. Languages proficiency:(please tick✓)

Sl.	Language	Read	Write	Speak

**24. Computer proficiency:**

Sl.	Program/Software/Applications	Excellent	Good	Average

**25. Names and Addresses of two persons from whom we may seek reference about you**

Sl.	Name of the person & designation(if any)	Address	Phone no	E-mail id
1.				
2.				

*(The two persons must not be related to you and must have interacted with you for more than 2 years in a Professional and/or academic capacity during the last 5 years)*

**26. Have you ever been discharged or forced to resign from any position?(If yes furnish details)**

**Declaration:** I certify that the statements made by me in this application are true, complete and correct to the best of my knowledge and belief. Permission is hereby given to the DG Shipping to make such investigations as are necessary on the information given above. I understand that any misrepresentation or fraudulence or material omission made herein or in any other document requested by DG Shipping would render dismissal and termination of my candidature/service/contract apart from other penal action as per the law.

Date :  
Place:

Signature of the Candidate

**IMPORTANT Notes:**

1. Candidates shall complete this application in not more than 8 pages **strictly** as per the above format, along with self-attested copies of testimonials/certificates (not more than 12 pages), evidencing that he/she is qualified to perform the services. ***The complete application (only in PDF format) along with certificates/testimonials shall not be more than 20 (twenty) pages or else the application may not be considered.***
2. While self-attested copies of all the relevant certificates/testimonials needs to be submitted along with the application (only in PDF format).
3. Candidates are to note that **applications without self attested copies of certificates/testimonials relating to Educational Qualifications shall be rejected.**