सत्यमेव जयते

भारत सरकार / GOVERNMENT OF INDIA

पत्तन, पोत परिवहन और जलमार्ग मंत्रालय

MINISTRY OF PORTS, SHIPPING AND WATERWAYS

समुद्रीय प्रशासन महानिदेशालय, मुंबई

DIRECTORATE GENERAL OF MARITIME ADMINISTRATION, MUMBAI

F.No. 22/5/2026-PER-DGS **Dated: 18/11/2026**

Sub: Inviting comments on proposed draft Recruitment Rules for the posts created under BoPS-reg.

The Directorate General of Maritime Administration is in the process of framing the Recruitment Rules for the following posts, which have been newly created under the Bureau of Port Security:

i. Senior Deputy Director General
ii. Senior Deputy Nautical Adviser
iii. Nautical Surveyor/Technical Surveyor
iv. Joint Director
v. Scientist D (Cyber Tech)
vi. Scientist C (Cyber Tech)
vii. Assistant Director General
viii. Executive Officer
ix. Assistant
x. Senior Secretariat Assistant
xi. Junior Secretariat Assistant

2. Accordingly, the draft Recruitment Rules (copy enclosed), as approved by the Competent Authority, have been uploaded on the official website of the Directorate General of Maritime Administration (https://dgma.gov.in/) for inviting comments and suggestions from stakeholders.

3. All stakeholders are hereby requested to submit their comments and suggestions, if any, to the Deputy Director General of Maritime Administration (Pers.), either in hard copy or through email at **singh.deependra@gov.in**, on or before **17.12.2026**, so that the same may be considered before the proposed Recruitment Rules are forwarded to the Department of Personnel and Training (DoPT) and the Union Public Service Commission (UPSC) for their consideration.

18 Nov. 26

(Deependra Singh Bisen)
Deputy Director General of Maritime Administration (Pers.)

Encl.: As above

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Name of post	Number of post.	Classification	Level in pay matrix.	Whether selection post or non-selection post.
1	**2**	**3**	**4**	**5**
Senior Deputy Director General	2* (2026) *Subject to variation dependent on workload.	General Central Service, Group –A, Gazetted, Non-Ministerial.	Level-13 in the pay matrix (Rs. 123100 215900).	Selection.
Age-limit for direct recruits.	**Educational and other qualifications required for direct recruits.**	**Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.**	**Period of probation, if any.**	**Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods.**
6	**7**	**8**	**9**	**10**
Not applicable.	Not applicable.	Not applicable.	Not applicable.	1. Fifty percent by deputation (including short-term contract)

				2. Fifty percent by Promotion failing which by deputation (including short-term contract).

In case of recruitment by promotion or by deputation/ absorption, grades from which promotion or deputation /absorption to be made	**If a Departmental Promotion Committee exists, what is its composition?**	**Circumstances in which Union Public Services Commission is to be consulted in making recruitment**
11	**12**	**13**
Promotion: Joint Director in level-12 in the pay matrix (Rs. 78800-209200) with five years of regular service in the grade and having successfully completed at least two weeks mandatory training as specified by the competent authority. Note: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service	Departmental Promotion Committee (for considering promotion) consisting of:- 1. Chairman or Member, Union Public Service Commission – Chairperson; 2. Director General of Bureau of Port Security – Member; 3. Joint Secretary In-charge of Shipping, Ministry of, Shipping - Member.	Consultation with the Union Public Service Commission is not necessary.

by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service. Deputation (including short-term contract): Officers of the Central Government or State Government or Union territory Administration or autonomous body or statutory organisation or public sector undertakings or recognised University or recognised research institution (a) (i) holding analogous post on regular basis in the parent cadre or Department; or (ii) with five years regular service in the grade rendered after appointment thereto on a regular basis in the level 12 in the pay matrix (Rs. 78800 - 209200) or equivalent in the parent cadre or Department; and (B) possessing the following educational qualifications and experience ,namely:- **(i)** Bachelor's Degree from a recognised University or Institute; **(ii)** Ten years' experience in		

one or more of the following fields, namely:- maritime security/port security shipping administration/maritime safety/ security operations/intelligence coordination/policy formulation and implementation/training and capacity building/regulatory inspection/ monitoring or audit/administration or establishment matters in Government Departments, statutory bodies or autonomous organisations. (c) Desirable: Qualification: (i) Master's Degree in Maritime Affairs/ Maritime Security/ Maritime Administration/ Public Administration/ Public Policy, Security Management/ Business Administration or Maritime Law from a recognised University or Institute. Experience: (ii)Experience relating to port operations, ship operations, maritime regulatory functions, security inspections or		

security audits. Note 1: The Departmental Officers in the feeder grade who are in direct line of promotion shall not be eligible for consideration for appointment on deputation (including short-term contract). Similarly, deputationists shall not be eligible for consideration for appointment by promotion. Note 2: Period of deputation (including short-term contract) including period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed five years. Note 3: The maximum age limit for appointment by deputation (including short-term contract) shall not be exceeding fifty-six years, as on the closing date or receipt of applications.		

Name of post	**Number of post.**	**Classification.**	**Level in pay matrix.**	**Whether selection post or non-selection post.**
1	**2**	**3**	**4**	**5**
Joint Director	*2 (2026) *Subject to variation dependent on workload.	General Central Service, Group –A, Gazetted, Non-Ministerial.	Level-12 in the pay matrix (Rs. 78800 - 209200).	Selection
Age-limit for direct recruits.	**Educational and other qualifications required for direct recruits.**	**Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.**	**Period of probation, if any.**	**Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods.**
6	**7**	**8**	**9**	**10**
Not applicable.	**Not applicable**.	**Not applicable**.	**Not applicable**.	Promotion failing which by deputation(including short-term contract)

In case of recruitment by promotion or by deputation/ absorption, grades from which promotion or deputation /absorption to be made	**If a Departmental Promotion Committee exists, what is its composition?**	**Circumstances in which Union Public Services Commission is to be consulted in making recruitment**

11	12	13
Promotion: Assistant Director General in level-11 in the pay matrix (Rs.67700-208700) with five years regular service in the grade and having successfully completed at least two weeks mandatory training as specified by the competent authority. Note: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade along with their junior who have already completed such qualifying or eligibility service. Deputation (including short-term contract): Officers of the Central Government or State Government or Union territory Administration or autonomous body or statutory organization or public sectors undertaking or recognized University or recognized research institution, - (a) (i) holding analogous posts on a regular basis in the parent cadre or department; or (ii) with five years service in the grade rendered after appointment to the posts on a regular basis in level-11 in the pay matrix (Rs. 67700-208700) or equivalent in the	Departmental Promotion Committee (for considering promotion) consisting of:- 1. Chairman or Member, Union Public Service Commission – Chairperson; 2. Director General of BoPS – Member; 3. Joint Secretary In-charge of Ports, Shipping and Waterways, Ministry of Ports, Shipping and Waterways- Member.	Consultation with the Union Public Service Commission is not necessary.

parent cadre or department; and (b) possessing the following educational qualifications and experience, namely:- (i) Bachelor's degree from a recognised University or institute; and (ii) ten years experience in administration or establishment or accounts matters. Note 1: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion. Note 2: The period of deputation (including short-term contract) including the period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not to exceed four years. Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall not exceed fifty-six years as on the closing date of receipt of applications.		

Schedule

Name of Post	**Number of Post**	**Classification**	**Level in the Pay Matrix**	**Whether Selection post ornon-selection post**	**Age limit for direct recruits**
(1)	(2)	(3)	(4)	(5)	(6)
Senior Deputy Nautical Adviser	1*(2026) *Subject to variation dependent on workload	General Central Service, Group'A', Gazetted, Non-Ministerial	Level-13 in the pay matrix (Rs. 1,23,100 - 2,1 5,900).	Selection	Not applicable

Educational and other qualifications required for direct recruits	Whether age & educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods.
			(10)
(7)	(8)	(9)	By promotion failing which by deputation (including short term contract)
Not applicable	Not applicable	Not applicable	

In case of recruitment by promotion or deputation/absorption, grades from which promotion or deputation/absorption to be made
11
Promotion: Nautical Surveyor/Technical Surveyor in level-12 in the pay matrix (Rs. 78,800-2,09,200) with five years regular service in the grade and possessing the following educational qualifications, namely: (i) extra master's certificate of competency as specified in section 46 of the Merchant Shipping Act, 2025 (24 of 2025) or Msc. Degree in Maritime Affairs from a recognised University including World Maritime University, Malmo, Sweden; and (ii) having successfully completed three weeks mandatory training in the relevant area related to Merchant Shipping Law and Administration. Note : Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less. and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service. Deputation (including short-term contract): Officers of the Central Government or State Government or Union territory Administration or autonomous body or statutory organisation or public sector undertakings or recognised University or recognised research institution: (a) (i) holding analogous posts on regular basis in the parent cadre or department; or (ii) with five years service rendered after appointment to the posts on a regular basis in level-12 in the pay matrix (Rs. 78,800-2,09,200) or equivalent in the parent cadre or department; and (b) possessing the following educational qualifications and experience, namely:- (i) certificate of competency as master of a foreign going ship as specified in section 46 of the Merchant Shipping Act, 2025 (24 of 2025) or its equivalent as specified in section 50 of the said Act; and (ii) extra master's certificate of competency as specified in section 46 of the Merchant Shipping Act, 2025 (24 of 2025) or M.Sc. degree in the Maritime Affairs or its equivalent from a recognised university including World Maritime University, Malmo,

Sweden; or

(iii) five years service as Deck Officer, after obtaining the certificate of competency of second mate (foreign going), of which one year must have been in capacity of a master on a foreign going ship; and

(iv) eight years of experience in survey and inspection of foreign going merchant ships and equipments on board such ships; as a surveyor, with the Government of India or with a classification society recognised by the Government of India.

Note 1: The departmental officers in the feeder category who are in direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.

Note 2: The period of deputation (including short-term contract) including the period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed five years.

Note 3: The maximum age-limit for appointment by deputation (including short term contract) shall be not exceeding fifty-six years, as on the closing date or receipt of applications.

Note 4: The eligibility list for promotion shall be prepared with reference to the date of completion by the officers of the prescribed qualifying service in the respective grade or post.

If a Departmental Promotion Committee exits what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
(12)	(13)

Group 'A' Departmental Promotion Committee (for considering promotion) consisting of:- 1. Chairman or Member, Union Public Service Commission –Chairperson 2. Director General of Bureau of Port Security -Member 3. Joint Secretary In-charge of Shipping, Ministry of Ports, Shipping and Waterways -	Consultation with the Union Public Service Commission is not necessary

Schedule

(1)	(2)	(3)	(4)	(5)	(6)
Nautical Surveyor/ Technical Surveyor	6*(2026) *Subject to variation dependent on workload	General Central Service, Group'A' , Gazetted, Non-Ministerial -	Level-12 In the pay matrix (Rs. 78,800-2,09,200)	Selection	Not exceeding fifty years of age. (Relaxable for government servants upto five years in accordance with instructions or orders issued by the central government) Note**:** The crucial date for determining the age-limit shall be as advertised by the Union

					Public Service Commission.

(7)
(a) Essential qualifications: (i) certificate of competency as master of a foreign going ship as specified in section 46 of the Merchant Shipping Act, 2025 (24 of 2025) or its equivalent as specified in section 50 of the said Act; and (ii) five years service as Deck Officer, after obtaining the certificate of competency of second mate (foreign going), out of which one year must have been in capacity of a master on a foreign going ship. (b) Desirable qualifications: (i) extra master's certificate of competency as specified in section 46 of the Merchant Shipping Act, 2025 (24 of 2025) or M. Sc. degree in the Maritime Affairs from a recognised university or institute; and (ii) one year experience in survey, audit and inspection of foreign going merchant ships, as a surveyor, with the Government of India or with a classification society recognised by the Government of India. Note 1: The qualifications are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in the case of candidates otherwise well qualified. Note 2: The qualifications regarding experience are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in the case of candidates belonging to the Scheduled Castes or the Scheduled Tribes, if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.

(8)	(9)	(10)
Age: Not applicable Educational Qualifications: Not applicable	One year for direct recruits: Note: There shall be a mandatory induction training of at least two weeks' duration for successful completion of the probation as prescribed by the Central Government.	By direct recruitment failing which by deputation (including short-term contract).

(11)
Deputation (including short-term contract): Officers of the Central Government or State Government or Union territory Administration or autonomous body or statutory organisation or public sector undertakings or recognised university or recognised research institution; (a) (i) holding analogous posts on regular basis in the parent cadre or department; or

(ii) with five years service rendered after appointment to the posts on a regular basis in level-11 in the pay matrix (Rs. 67,700 – 2,08,700) or equivalent in the parent cadre or department; and (b) possessing the educational qualifications and experience as required for the direct recruits in the column (7). Note 1: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion. Note 2: The period of deputation (including short-term contract) including the period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed four years.. Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall not be exceeding fifty-six years as on the last date of receipt of applications.

(12)	(13)
Departmental Confirmation Committee (for considering confirmation) consisting of:- 1. Director General of BoPS – Chairperson; 2. Joint Secretary, in-charge of Ports, Shipping and Waterways, Ministry of Ports, Shipping and Waterways – Member; 3. Senior Deputy Director General, BoPS– Member.	Consultation with the Union Public Service Commission is necessary while making direct recruitment.

Schedule

Name of post	Number of post.	Classification	Level in pay matrix.	Whether selection post or non-selection post.
1	**2**	**3**	**4**	**5**
Scientist 'D' (Cyber Tech.)	1* (2026) *Subject to variation dependent on workload.	General Central Service, Group –A, Gazetted, Non-Ministerial.	Level-12 in the pay matrix (Rs. 78800 209200).	Not applicable.
Age-limit for direct recruits.	**Educational and other qualifications required for direct recruits.**	**Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.**	**Period of probation, if any.**	**Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods.**
6	**7**	**8**	**9**	**10**
Not applicable.	Not applicable.	Not applicable.	Not applicable.	By Deputation (including short-term

				contract) / Promotion.

In case of recruitment by promotion or by deputation/ absorption, grades from which promotion or deputation /absorption to be made	**If a Departmental Promotion Committee exists, what is its composition?**	**Circumstances in which Union Public Services Commission is to be consulted in making recruitment**
11	**12**	**13**
Deputation (including short-term contract)/ Promotion: Officers of the Central Government or State Government or Union territory Administration or autonomous body or statutory organisation or public sector undertakings or recognised University or recognised research institution (a) (i) holding analogous post on regular basis in the parent cadre or Department; or (ii) with five years regular service in the grade rendered after appointment thereto on a regular basis in the level 11 in the pay matrix (Rs. 67700 - 208700) or equivalent in the parent cadre or Department; and (B) possessing the following educational	Not applicable.	Consultation with the Union Public Service Commission is necessary.

qualifications and experience ,namely:- ii. Bachelor's Degree in Engineering or Technology in Computer Science Engineering, Computer Engineering, Information Technology Engineering, Cyber Security, Electronics and Communication Engineering from a recognised University or Institute. iii. Experience:- At least seven years' experience, acquired after obtaining the essential educational qualification, in Information Technology or Cyber Security, including information and network security, security operations, security monitoring, incident response, vulnerability assessment and penetration testing, threat intelligence and hunting, digital forensics, malware		

analysis, security audits and compliance, information security management systems, security architecture, risk assessment, security governance, or the design, operation and management of cyber security systems and digital infrastructure. (c)Desirable: i. Doctorate in Computer Science, Information Technology, Cyber Security, Information Security or Computer Applications from a recognised University or Institute. ii. Possession of any one or more of the following professional certifications in Cyber Security or Information Security, namely, Certified Information Systems Security Professional (CISSP), Certified Information Security		

	Manager (CISM), Certified Information Systems Auditor (CISA), Certified Ethical Hacker (CEH), Computer Hacking Forensic Investigator (CHFI), Offensive Security Certified Professional (OSCP), Global Information Assurance Certification (GIAC), ISO/IEC 27001 Lead Auditor, or ISO/IEC 27001 Lead Implementer.		
iii.	Experience in the formulation and implementation of cyber security policies, Information Security Management Systems (ISMS), cyber security governance frameworks, Security Operations Centre (SOC) operations, cyber security audits, cyber security incident handling and response, threat intelligence, digital forensics, vulnerability assessment and		

penetration testing (VAPT), or planning, design, implementation and management of mission-critical cyber security infrastructure. Note1: The departmental Scientist 'C' (Cyber Tech.) in level-11 in the pay matrix (Rs. 67700 - 208700) with five years regular service in the grade and having the educational qualifications and experience prescribed for considering appointment on deputation basis is considered along with outsiders. If the departmental candidate is selected for appointment to the post, it shall be treated as having been filled by promotion. Note 2: The period of deputation (including short-term contract) including the period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed four years. Note 3: The maximum age-limit for appointment by deputation (including short term contract) shall be not exceeding fifty-six years, as on the closing		

date or receipt of applications.		

Name of post	**Number of post.**	**Classification.**	**Level in pay matrix.**	**Whether selection post or non-selection post.**
1	**2**	**3**	**4**	**5**
Scientist 'C' (Cyber Tech.)	*1 (2026) *Subject to variation dependent on workload.	General Central Service, Group – A, Gazetted, Non-Ministerial.	Level-11 in the pay matrix (Rs. 67700 - 208700).	Not applicable.
Age-limit for direct recruits.	**Educational and other qualifications required for direct recruits.**	**Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.**	**Period of probation, if any.**	**Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and**

				percentage of the vacancies to be filled by various methods.
6	**7**	**8**	**9**	**10**
Not applicable.	**Not applicable**.	**Not applicable**.	**Not applicable**.	By deputation/ absorption

In case of recruitment by promotion or by deputation/ absorption, grades from which promotion or deputation /absorption to be made	**If a Departmental Promotion Committee exists, what is its composition?**	**Circumstances in which Union Public Services Commission is to be consulted in making recruitment**
11	**12**	**13**
Deputation / absorption: Officers of the Central Government or State Government or Union territory Administration. (a) (i) holding analogous post on regular basis in the parent cadre or Department; or (ii) with five years regular service in the grade rendered after appointment thereto on a regular basis in the level-10 in the pay matrix (Rs. 56100-177500) or equivalent in the parent cadre or Department; and (b) possessing the following educational qualifications and experience ,namely:- (i) Bachelor's Degree in Engineering or Technology in Computer Science Engineering, Computer Engineering, Information Technology Engineering, Cyber Security, Computer and	Not applicable	Consultation with the Union Public Service Commission is necessary.

Network Security, Electronics and Telecommunication Engineering from a recognised University or Institute. (ii) Experience: At least four years' experience, acquired after obtaining the essential educational qualification, in the field of Information Technology or Cyber Security in one or more of the following areas, namely: Cyber Security, Information Security, Network Security, Security Operations Centre (SOC) Operations, Security Monitoring, Cyber Security Incident Response, Vulnerability Assessment and Penetration Testing (VAPT), Threat Intelligence, Threat Hunting, Digital Forensics, Malware Analysis, Security Audit, Security Compliance Assessment, Security Architecture, Risk Assessment, or the design, implementation, operation, monitoring and maintenance of cyber security solutions for the protection of information systems, networks and digital infrastructure. (iii) Desirable: Master's Degree in Computer Science, Information Technology, Cyber Security from a recognised University or Institute; or possession of professional certifications in Cyber Security such as Certified Information Systems Security Professional (CISSP), Certified Information Security Manager (CISM), Certified Ethical Hacker (CEH), Computer Hacking Forensic Investigator (CHFI), Offensive Security Certified Professional (OSCP), Global Information Assurance Certification		

(GIAC), CompTIA Security+, or ISO/IEC 27001 Lead Auditor/Lead Implementer. Note 1: Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or other Organisation or Department of the Central Government shall ordinarily not exceed four years. Note 2: The maximum age-limit for appointment on deputation shall be not exceeding fifty-six years as on the closing date of receipt of applications.		

SCHEDULE

Name of post.	**Number of post.**	**Classification.**	**Level in pay matrix.**
(1)	**(2)**	**(3)**	**(4)**
Assistant Director General	8* (2026) *Subject to variation dependent on workload	General Central Service, Group 'A', Gazetted, Non Ministerial**.**	Level-11 in the pay matrix (Rs. 67700-208700)
Whether selection post or non-selection post.		**Age-limit for direct recruits.**	**Educational and other qualifications required for direct recruits.**
(5)		**(6)**	**(7)**
Selection.		Not exceeding forty years of age. (Relaxable for the Government servants upto five years in	**Essential:** **(A) Qualification:** Bachelor's Degree in Law (LLB) from a recognized

	accordance with instructions or orders issue by Central Government). Note: The crucial date for determining the age-limit shall be as advertised by the Union Public Service Commission.	University or Institute. **(B) Experience:** Five years experience in Administration or Establishment or Legal matters in Government of India or State Government or Union Territory Administrations or Public Sector Undertaking or Autonomous Body or Statutory Body or University or Recognized Research Institute. **Desirable:** **(A) Qualification:** Bachelor's Degree in Law /Diploma or Bachelors Degree in Finance or Management from a recognized University or Institute. **(B) Experience:** One year experience in dealing with service matters, account, budget or legal matters of experience in maritime sector. **Note 1**: The qualifications are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates otherwise well qualified. **Note 2:** The qualifications regarding experience is/are relaxable at the discretion of the Union Public Service Commission for reasons to be recorded in writing in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection the Union Public Service Commission,

		is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved from them.
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	**Period of probation if any.**	**Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods.**
(8)	**(9)**	**(10)**
Not applicable.	One year for Direct Recruits and Promotees. **Note:** There shall be a mandatory induction training of at least two weeks duration for successful completion of the probation as prescribed by the Central Government.	(i) Fifty percent, by direct recruitment; and (ii) fifty percent, by promotion failing which by deputation including short-term contract).
In case of recruitment by promotion or by deputation/absorption, grades from which promotion or deputation/absorption to be made.	**If a Departmental Promotion Committee exists, what is its composition.**	**Circumstances in which Union Public Service Commission is to be consulted in making recruitment.**
(11)	**(12)**	**(13)**

Promotion: Executive Officer in level-08 in the pay matrix (Rs. 47600-151100) with eight years regular service in the grade and having successfully completed two weeks training in area related to merchant shipping law and administration/ finance. Note 1: Where juniors who have completed their qualifying eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying / eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade, along with their junior who have already completed such qualifying / eligibility service. Deputation (including short-term contract) :– Officers of Government of India or Union Territory Administrations or State Government or Public Sector Undertakings or Autonomous Bodies or Universities or Statuary Bodies or Recognized Research Institutions (a) (i) holding analogous posts on regular basis in the parent cadre or department; or (ii) with five years service in the pay scale rendered after appointment thereto on a regular basis in level-10 in the pay matrix (Rs.56100-177500) or equivalent in the parent cadre or department; and (b) having the educational qualification and experience prescribed for direct recruits under Column 7.	Departmental Promotion Committee (for considering promotion) consisting of:- 1. The Union Public Service Commission – Chairperson; 2. Director General of Bureau of Port Security Administration - Member; **3.** Joint Secretary in-charge of Shipping, Ministry of Ports, Shipping and Waterways – Member. Departmental Confirmation Committee (for considering confirmation) consisting of:- 1. Director General of Bureau of Port Security – Chairperson; 2. Senior Deputy Director General - Member; **3.** Joint Director dealing with the Administration of Bureau of Port Security – Member.	Consultation with the Union Public Service Commission is necessary for Direct Recruitment.

Note 1:- The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for deputation (including short-term contract). Similarly, the deputationists shall not be eligible for consideration for appointment by promotion. **Note 2:-** The period of deputation (including short-term contract) including period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this in the same or some other organization / department of central Government shall ordinarily not exceed 4 (four) years. **Note-3:-** The maximum age-limit for appointment by deputation (including short-term contract) shall not exceed fifty-six years as on the closing date of receipt of applications.		

SCHEDULE

Name of post	**Number of posts**	**Classification**	**Pay Level in the pay matrix**
(1)	**(2)**	**(3)**	**(4)**
Executive Officer	10* (2026) *Subject to variation dependent on workload.	**General Central Service,** Group 'B', Gazetted, Non – Ministerial.	Level-8 in the pay matrix (Rs. 47600-151100).
Whether selection post/non selection post.		**Age limits for direct recruits.**	**Educational and other qualification required for direct recruits.**
(5)		**(6)**	**(7)**
Not Applicable		Not exceeding thirty years of age. (Relaxable for Government servants up to five years in accordance with instructions or orders issue by the Central Government) **Note:** The crucial date for determining the age-limit shall be as advertised by the Union Public Service Commission.	**Essential Qualification:** (i) Bachelor Degree from a recognized University or institute. (ii) three years experience in administration, accounts and establishment matters. **Desirable Qualification:** Bachelor Degree in law from a recognized University or Institute. **Note 1:** The qualifications are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in the case of candidates otherwise well qualified. **Note 2:** The qualifications regarding experience are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in the case of candidates belonging to Scheduled Castes or the Scheduled Tribes, if at any stage of selection, the Union Public Service Commission is of

		the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.
Whether age & educational qualifications prescribed for Direct Recruitment will apply in the case of promotees.	**Period of probation if any.**	**Method of Recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods.**
(8)	**(9)**	**(10)**
AGE: No **Edu.Qual:** No	Two years for direct recruits. **Note:** There shall be mandatory induction training of at least two weeks duration for successful completion of the probation as prescribed by the Central Government.	(i) Eighty percent by direct recruitment; and (ii) twenty percent by deputation (including short-term contract).
In case of recruitment by prom/Dep./abs. grades from which prom/Dep./abs to be made	**If a Departmental Promotion Committee exists, what is its composition**	**Circumstances in which UPSC is to be consulted in making recruitment**
(11)	**(12)**	**(13)**

By Deputation(including short-term contract): Officers of Central Government or Union Territory Administrations or State Governments or Public Sector Undertakings or Autonomous Bodies or Statutory Organizations or Universities or Recognized Research Institution. (a)(i)Holding analogous posts on a regular basis in the parent cadre or department; or (ii) with two years service in the pay scale rendered after appointment thereto on a regular basis in level-7 in the pay matrix (Rs. 44900-142400) or equivalent in the parent cadre or department; or (iii) with six years service in the pay scale rendered after appointment thereto on a regular basis in level-6 in the pay matrix (Rs.35400-112400) or equivalent in the parent cadre or department; and (b) Possessing the education qualifications and experience prescribed for direct recruits under col.7 above. **Note-1**: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion. **Note 2:**- The period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this in the same or some other	**Departmental Confirmation Committee** 1. Senior Deputy Director General or Senior Deputy Nautical Adviser, Bureau of Port Security – Chairman 2. Joint Director or Nautical Surveyor/Technical Surveyor, Bureau of Port Security- Member 3. Assistant Director General, Bureau of Port Security- Member	Consultation with the Union Public Service Commission is necessary in case of Direct Recruitment.

organization/department of Central Government shall ordinarily not exceed three years. **Note-3:**- The Maximum age limit for appointment by deputation (including short-term contract) shall not exceed fifty-six years as on the closing date of receipt of application.		

SCHEDULE

Name of post.	Number of post.	Classification.	Level in pay matrix.
(1)	(2)	(3)	(4)
Assistant	1* (2026) *Subject to variation dependent on workload	General Central Service, Group 'B', Non-Gazetted, Non-ministerial.	Level-6 in the pay matrix (Rs. 35400-112400)
Whether selection post or non-selection post.		**Age-limit for direct recruits.**	**Educational and other qualifications required for direct recruits.**
(5)		**(6)**	**(7)**
Not applicable		Not applicable	Not applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.		**Period of probation if any.**	**Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods.**
(8)		**(9)**	**(10)**
Not applicable.		Two year for promotees **Note:** There shall be a mandatory induction training of at least two weeks duration for successful completion of the probation as prescribed by the Central Government.	**By deputation /promotion**
In case of recruitment by promotion or by deputation/absorption, grades from which promotion or deputation/absorption to be made.		**If a Departmental Promotion Committee exists, what is its composition.**	**Circumstances in which Union Public Service Commission is to be consulted in making recruitment.**
(11)		**(12)**	**(13)**
By deputation /promotion Officers of the Central Government, State Government, or Union territory administrations:		Not applicable	Not applicable

(a) (i) holding analogous post on a regular basis in the parent Cadre or Department; or (ii) with six years' service rendered after appointment to the post on a regular basis in level -5 in the pay matrix (Rs. 29200-92300) or equivalent in the parent cadre or department; or (iii) with ten years' service rendered after appointment to the post on a regular basis in level -4 in the pay matrix (Rs. 25500-81100) or equivalent in the parent cadre or department; and (b) possessing the qualifications and experience – (i) Bachelor's Degree from a recognised University or institute. (ii) one year's experience in establishment or personnel or vigilance or public procurement matters. Note 1: The departmental Senior Secretariat Assistant in level-4 in the pay matrix (Rs.25500-81100) with ten years of regular service in the grade and having the educational qualifications and experience prescribed for considering appointment on deputation basis is considered along with outsiders. If the departmental candidate is selected for appointment to the post, it shall be treated as having been filled by promotion. Note 2: The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or Department of the Central Government, shall ordinarily not exceed three years.		

Note 3: The maximum age limit for appointment by deputation shall be 'not exceeding fifty-six years' as on the closing date of the receipt of applications.		

SCHEDULE

Name of post.	Number of post.	Classification.	Level in pay matrix.
(1)	**(2)**	**(3)**	**(4)**
Senior Secretariat	1* (2026) *Subject to	General Central Service, Group 'C', Gazetted,	Level-4 in the pay matrix (Rs. 25500-81100)

Assistant	variation dependent on workload	Ministerial**.**	
Whether selection post or non-selection post.		**Age-limit for direct recruits.**	**Educational and other qualifications required for direct recruits.**
(5)		**(6)**	**(7)**
Non-Selection.		Between 18 and 27 years of age. (Relaxable for the departmental candidates up to forty years in accordance with the instructions or orders issued by the Central Government). Note: The crucial date for determining the age limit shall be as advertised by the Staff Selection Commission. (Where recruitment is not through the Staff Selection Commission, crucial date for determining the age limit shall be the last date for receipt of applications.) .	Bachelor's Degree from a recognized University or equivalent. Note 1: The qualifications are relaxable at the discretion of the Staff Selection Commission or competent authority, for reasons to be recorded in writing, in the case of candidates otherwise well qualified. Note 2: The qualification regarding experience are relaxable at the discretion of Staff Selection Commission or competent authority, for reasons to be recorded in writing, in the case of candidates belonging to the Scheduled Castes or the Scheduled Tribes, if at any stage of selection, the Staff Selection Commission or competent authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them.
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.		**Period of probation if any.**	**Method of recruitment whether by direct recruitment or by promotion or by**

		deputation/absorption and percentage of the vacancies to be filled by various methods.
(8)	**(9)**	**(10)**
Not applicable.	Two year for Direct Recruits **Note:** There shall be a mandatory induction training of at least two weeks duration for successful completion of the probation as prescribed by the Central Government.	**Promotion failing which by deputation failing both by direct recruitment.**
In case of recruitment by promotion or by deputation/absorption, grades from which promotion or deputation/absorption to be made.	**If a Departmental Promotion Committee exists, what is its composition.**	**Circumstances in which Union Public Service Commission is to be consulted in making recruitment.**
(11)	**(12)**	**(13)**
Junior Secretariat Assistant in level-2 in the pay matrix (Rs. 19900 – 63200) with eight years regular service in the grade. Note: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service. **Deputation:**	Departmental Promotion Committee (for considering promotion) consisting of:- 1. Senior Deputy Director General, Bureau of Port Security– Chairperson; 2. Joint Director or Nautical Surveyor/Technical Surveyor (representative of the Scheduled Castes or the Scheduled Tribes) – Member;	Not applicable

Officers of the Central Government, State Government, or Union territory administrations: (a) (i) holding analogous post on a regular basis in the parent Cadre or Department; or (ii) with eight years' service rendered after appointment to the post as Lower Division Clerk/Junior Secretariat Assistant on a regular basis in level -2 in the pay matrix (Rs. 19900-63200) or equivalent in the parent cadre or department; and (b) possessing the qualifications and experience prescribed for direct recruits under column (7). Note 1: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion. Note 2: The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or Department of the Central Government, shall ordinarily not exceed three years. Note 3: The maximum age limit for appointment by deputation shall be 'not exceeding fifty-six years' as on	3. An officer from other Central Government department including Allied offices at level of Under Secretary and above – Member. Departmental Confirmation Committee (for considering confirmation) consisting of:- Departmental Promotion Committee (for considering promotion) consisting of:- 1. Senior Deputy Director General, Bureau of Port Security– Chairperson; 2. Joint Director or Nautical Surveyor/Technical Surveyor, Bureau of Port Security - Member. 3. Assistant Director General, Bureau of Port Security - Member	

the closing date of the receipt of applications.		

SCHEDULE

Name of post.	**Number of post.**	**Classification.**	**Level in pay matrix.**
(1)	**(2)**	**(3)**	**(4)**
Junior Secretariat Assistant	2* (2026) *Subject to variation dependent on workload	General Central Service, Group 'C', Gazetted, Ministerial**.**	Level-2 in the pay matrix (Rs. 19900-63200)
Whether selection post or non-selection post.		**Age-limit for direct recruits.**	**Educational and other qualifications required for direct recruits.**
(5)		**(6)**	**(7)**
Non-Selection.		Between 18 and 27 years of age. (Relaxable for the departmental candidates up to forty years in accordance with the instructions or orders issued by the Central Government). Note: The crucial date for determining the age limit shall be as advertised by the Staff Selection Commission. (Where recruitment is not through	(i) 12th class pass from a recognised Board. (ii) a typing speed of thirty-five words per minute in English or thirty words per minute in Hindi on computer (thirty-five words per minute and thirty words per minute correspond to

	the Staff Selection Commission, crucial date for determining the age limit shall be the last date for receipt of applications.) .	10500 key depression per hour and 9000 key depression per hour on an average of five key depression for each word). Time allowed: Ten minutes. Note 1: The qualifications are relaxable at the discretion of the Staff Selection Commission or competent authority, for reasons to be recorded in writing, in the case of candidates otherwise well qualified. Note 2: The qualification regarding experience are relaxable at the discretion of Staff Selection Commission or competent authority, for reasons to be recorded in writing, in the case of candidates belonging to the Scheduled Castes or the Scheduled Tribes, if at any stage of selection, the Staff Selection Commission or competent authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them.
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	**Period of probation if any.**	**Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption**

		and percentage of the vacancies to be filled by various methods.
(8)	**(9)**	**(10)**
Not applicable.	Two year for Direct Recruits **Note:** There shall be a mandatory induction training of at least two weeks duration for successful completion of the probation as prescribed by the Central Government.	**By direct recruitment through Staff Selection Commission.**
In case of recruitment by promotion or by deputation/absorption, grades from which promotion or deputation/absorption to be made.	**If a Departmental Promotion Committee exists, what is its composition.**	**Circumstances in which Union Public Service Commission is to be consulted in making recruitment.**
(11)	**(12)**	**(13)**
Deputation: Officers of the Central Government, State Government, or Union territory administrations: (a) (i) holding analogous post on a regular basis in the parent Cadre or Department; or (ii) with three years' service rendered after appointment to the post as Multi Tasking Staff on a regular basis in level -1 in the pay matrix (Rs. 18000-56900) or equivalent in the parent cadre or department; and (b) possessing the qualifications and experience prescribed for direct recruits under column (7). Note 1: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible	Departmental Confirmation Committee consisting of:- 1. Senior Deputy Director General, Bureau of Port Security– Chairperson; 2. Joint Director, or Nautical Surveyor/Technical Surveyor (representative of the Scheduled Castes or the Scheduled Tribes) – Member; 3. An officer from	Not applicable

for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion. Note 2: The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or Department of the Central Government, shall ordinarily not exceed three years. Note 3: The maximum age limit for appointment by deputation shall be 'not exceeding fifty-six years' as on the closing date of the receipt of applications.	other Central Government department including Allied offices at level of Under Secretary and above – Member.	