



DREDGING CORPORATION OF INDIA LIMITED

(Owned by a consortium of 4 major ports Visakhapatnam Port Authority, Paradip Port Authority, Jawaharlal Nehru Port Authority and Deendayal Port Authority)

**DREDGE HOUSE: H B Colony Main Road,
Seethammadhara, Visakhapatnam 530 022**

Ref : DCI/HR/MD&CEO/2023

Date : 07.11.2023

Corrigendum to Advt. No 06/2023

- (i) **Clause 5.2 (b) of Advt No 06/2023 has been amended as hereunder:**

Should have 25 years post-educational qualification experience. In case of private sector, out of 25 years, 10 years' experience of holding a comparable or one level below position and should have annual salary of Rs. 36 lakhs or above. In case of State / Central PSUs minimum experience of two years as on the date of occurrence of vacancy i.e. 01.04.2023 at the scale of E8 (Rs.1,20,000-2,80,000) (IDA) (or) Rs.51,300-73,000 (IDA). In case of Central Govt. employees at least at Level 13 as per 7th Pay Commission viz. Rs.1,23,100-2,15,900, preferably related to business of shipping / Indian Navy / Port sector.

Internal candidates, should have atleast 20 years of post-educational qualification experience and should have worked for at least 6 (Six) years in the Rank of GM/CGM as on the date of occurrence of vacancy i.e 01.04.2023.

- (ii) **The last date for submission of online application has been extended to 29.11.2023 at 1800 HRS.**

All other contents of Advt No 06/2023 remain unchanged.

Candidates who have already applied need not apply again.

Sd/-

GM/HOD (HR)



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ADVERTISEMENT NO.06/2023

1. COMPANY PROFILE

Dredging Corporation of India Limited (DCI) is a premier dredging company in India. Incorporated in 1976, the Company has been providing integrated dredging and marine related services to the Major Ports in India contributing in a big way to the promotion of National and International Maritime Trade besides a host of other services such as beach nourishment, reclamation, inland dredging and supplementing environment protection efforts.

DCI is a Public Limited Company, with a paid-up capital of Rs. 28 Crores and majority of the stakes (73.47%) owned by a Consortium of four major ports viz. Visakhapatnam Port Authority (19.47%), Paradip Port Authority (18%), Jawaharlal Nehru Port Authority(18%), and Deendayal Port Authority(18%). The company is listed with both NSE and BSE. The Company had a turnover of Rs.1165 Cr for 2022-23.

The Company has its Registered Office at Delhi and Corporate Office at Visakhapatnam, Andhra Pradesh. The company has three Regional offices at Mumbai, Kolkata and Kochi and project offices at different project sites.

2. JOB DESCRIPTION & RESPONSIBILITY:

The company is looking for a dynamic professional for the post of Managing Director & Chief Executive Officer (MD & CEO) who can drive organization to achieve excellence with sustained growth.

The MD & CEO is a Board level position in the Company and he/she will be reporting to the Chairman/ Board. The Chairman, DCI shall be the Disciplinary Authority of MD & CEO.

MD & CEO is responsible for the efficient functioning of the Company and ensuring Regulatory compliances and to lead the organization on its growth path in accordance

with stated Mission of the Company. MD & CEO will motivate and lead a multi-disciplinary, highly qualified and multi-cultural team.

Apart from the expected functional leadership, the other key areas will be in developing and implementing overall business, operational and economic plans for the Company including negotiating contracts, capital investment, and setting up of Joint Ventures connected with dredging and / or associated business areas.

The position is based in Visakhapatnam.

3. NAME OF THE POST : **MANAGING DIRECTOR & CHIEF EXECUTIVE OFFICER (MD&CEO)**

4. SCALE OF THE POST: **Rs.1,80,000 - 3,20,000.**
HRA, DA, perks and allowances, Leased Accommodation, Company vehicle, medical benefits, superannuation benefits payable as per the Rules of the Company.

Total CTC: Rs.65 Lakh - Rs.70 Lakh at the minimum of the scale.

5. ELIGIBILITY

5.1. AGE: On the date of occurrence of vacancy i.e 01st April, 2023:

- (i) Minimum - 45 years.
- (ii) Maximum—57 years for candidates from Central/State PSUs /Govt. / Autonomous Bodies and for candidates from private sector- 55 years

5.2. QUALIFICATION AND EXPERIENCE:

- a) Candidate should be a Graduate in Engineering / Science/ Commerce / Finance background with good academic record from a recognized university / institution or should have Certificate of Competency as Master (FG) / Dredge Master Grade-I / MEO Class-I / Dredge Engineer Grade-I. A Management / Professional degree from a reputed institution will be preferred.
- b) Should have 25 years post-educational qualification experience. In case of private sector, out of 25 years, 10 years' experience of holding a comparable or one level below position and should have annual salary of Rs. 36 lakhs or above. In case of State / Central PSUs minimum experience of two years as on the date of occurrence of vacancy i.e. 01.04.2023 at the scale of E8 (Rs.1,20,000-2,80,000) (IDA) (or) Rs.51,300-73,000 (IDA). In case of

Central Govt. employees at least at Level 13 as per 7th Pay Commission viz. Rs.1,23,100-2,15,900, preferably related to business of shipping / Indian Navy / Port sector.

Internal Candidates should have at least twenty years of post-educational qualification experience and one year at the scale of E8 level (Rs.1,20,000-2,80,000) (IDA) as on the date of occurrence of the vacancy i.e 01.04.2023.

- c) Candidates from the Private Sector should have independently worked minimum in the position of the Executive Director or equivalent / senior Managerial position such as senior Executive Vice president / Candidates working with Government of India at the level of Director or equivalent in the Government/ Deputy Chairman of Major Ports / Commodore in the Indian Navy and at equivalent level in the Armed Forces are eligible.
- d) Candidates from private Sector should have worked in the preceding three years as on the date of occurrence of vacancy i.e. 01.04.2023 in an Organization, listed on Stock Exchange and having a minimum turnover of Rs.500 Cr. per annum.
- e) The applicant must on the date of application as well as on the date of interview, be employed in a regular capacity – and not in a contractual/ad-hoc capacity.
- f) Candidates having worked in Shipping, Ports and Dredging sector would be given due consideration.

5.3. LEADERSHIP ATTRIBUTES:

- a) Candidates should have entrepreneurial, organizational, administrative, management, and leadership skills;
- b) Candidates should have a good understanding of corporate financial management; governance regulations; occupational health, safety and environmental regulations of the relevant industry; corporate social responsibility under the Companies Act;
- c) Candidates should have exposure/knowledge in strategizing investments and Capex such as acquisitions, divestments, purchase and sale of Vessels, etc.;
- d) Candidates should have exposure to diverse business functions such as Human Resources Management, Marketing, Operations, Risk mitigation, and Project Management;
- e) Candidates should have effective communication and man management skills;
- f) Knowledge of marine industry operations, particularly dredging operations,

would be an added advantage.

6. DURATION OF APPOINTMENT

The appointment shall be for a tenure of five years from the date of joining for all candidates, irrespective of their age on joining or until further orders, whichever is earlier. The probation period for MD & CEO shall be one year and confirmation would be subject to approval by the Board of Directors.

Internal candidates will have lien on their substantive post for period of twelve months from the date of his joining as MD & CEO.

7. DATE OF JOINING

The selected candidate requires to join the company within 3 months from the date of issue of offer of appointment.

8. SUBMISSION OF APPLICATIONS

- a. Prospective candidates shall submit their applications online.
- b. Applicant shall submit their application through online along with
 - i. Write up on the significant contributions made by them during their present / past assignments and their suitability for the post with a future strategy write-up for DCI.
 - ii. In case of applicants from the Central/State PSUs and Private Sector, Annual turnover figures for the last three years duly certified by the Statutory Auditors, in which the applicant worked/ currently working for the 3 financial years preceding the calendar year in which the post is advertised (please provide URL or attach/enclose copies);
 - iii. In case of Government Servants, a certificate from their administrative department that the candidate is holding the post at the level of Director and above.
 - iv. In case of candidates from the Central/State Govt. and PSUs, copy of Vigilance Clearance and NOC along with application or at the time of interview.
 - v. Self-attested copies in support of age, educational qualifications and experience.
 - vi. In case of internal candidates, application alongwith his/her Vigilance clearance to be routed through the Chairman, DCI.

- vii. In case of candidates from Private Sector, evidence on listing of the Company on the Stock Exchange and evidence on working at the Board level or reporting to the Board.
- viii. In case of candidates from Private Sector, their Income Tax Return for the last three years.
- ix. The details of positions held and responsibilities handled in the last 10 years.
- x. The selected candidate will have to bring proper relieving / release letter from their parent company/ organisation at the time of joining.

9. SELECTION :

Selection will be based on the Power Point presentation to be given by the candidates on their achievements and their plan for the applied position followed by interview.

10. APPLICATION FEE AND MODE OF PAYMENT:

i) Candidates are required to make 'Online Application Fee Payment' amounting Rs.1000/- (Rupees One thousand only) (Non-refundable). Candidates belonging to Scheduled Castes/ Scheduled Tribes/ Persons with Disabilities/ Ex-Servicemen category are exempted from payment of above application fee and are required to submit proof for exemption from the application fee.

ii) The applicant needs to pay the application fee through any gateway to the following account number and details of the payment made along with proof may be attached while uploading the application form.

Bank	: Canara Bank
Branch	: DCI Ltd, Visakhapatnam
Current Account No.	: 35833070000014
IFSC Code	: CNRB0013583

11. HOW TO APPLY AND OTHER CONDITIONS:

- (i) CANDIDATES MUST APPLY ONLINE THROUGH DCIL WEBSITE: www.dredge-india.com under tab "Careers" . No other means/ mode of application will be accepted. The website will be opened from 10.00 hrs on 18.10.2023 to 18.00 hrs on 08.11.2023. The scanned copies of the documents should be uploaded along with the application.
- (ii) After submitting the application online, the candidate is required to download the Application Form generated by the system with a unique acknowledgment number, signature and other details for future

reference. The candidate has to upload the online Transaction ID of the payment made (printout) and the following testimonials/documents:

- a) Document in support of Date of Birth proof.
- b) Caste/Tribe certificate [for SC/ ST/ OBC (NCL) candidates as applicable] in the prescribed format issued by the Competent Authority as prescribed by the Government of India, Disability certificate [in case of PWD candidates] in the prescribed format issued by the Competent Authority and Ex-servicemen Proof (in case of Ex-servicemen candidates).
- c) Certificates / Testimonials in support of qualifications (semester/year-wise mark sheet, Degree and Diploma certificates starting from matriculation onwards).
- d) Complete and proper experience certificates/documents issued by the Employer in support of experience details mentioned by the candidate in the online Application Form.
- e) Candidates should ensure that they upload all the documents mentioned above and at SI No 8. In the event of failure of the candidate to upload any of the required documents as mentioned above, the candidature of such candidate will not be considered.

Note:

- Candidates should upload passport-size coloured photos (upto 50KB), signature (up to 50KB) and scanned certificates (maximum 6 files, each file up to 200KB (JPG or PDF)) which are clear and legible.
- If the candidate possesses more than 6 certificates, the same can be merged with one or more certificates to make a single PDF file with a maximum size up to 200KB.
- On successful submission of online application, an “Acknowledgement Number” will be generated and the same should be quoted in all future references.

GENERAL INSTRUCTIONS:

- (i) A recent passport-size colour photograph should be scanned before applying for the post online. Three copies of the same photo should be retained for use at the time of the interview / further selection process. Failure to produce the

same photograph at the time of the interview / further selection process may lead to disqualification.

- (ii) Before applying for the post, the candidate should ensure that he/she fulfils the eligibility criteria and other conditions mentioned in this advertisement. DCIL would be free to reject any application at any stage of the recruitment process, if the candidate is found ineligible for the post for which he/she has applied. No correspondence shall be entertained in this regard.
- (iii) All candidates are advised to have a valid mobile number and E-mail IDs, as all communication with regard to interview, selection etc., shall be sent to that mobile number / E-mail ID only.
- (iv) Shortlisting will be done based on the information/declaration submitted by the candidate at the time of submission of the online application. Candidature of the registered candidate is liable to be rejected at any stage of the recruitment process or the selected candidate is liable to be terminated without notice after joining if any information provided by the candidate is found to be false or is not found in conformity with eligibility criteria mentioned in the advertisement.
- (v) The Management reserves the right to fill up or not to fill up the above position without assigning any reason whatsoever. DCIL also reserves the right to cancel/restrict/modify/alter the recruitment process, if the need arises without issuing any further notice or assigning any reason whatsoever.
- (vi) The prescribed qualification/experience is the minimum and mere possession of the same does not entitle a candidate for participating in the Selection Process. DCIL's decision shall be final in this regard.
- (vii) List of candidates shortlisted for participating in the Selection Process and also the list of selected candidate for appointment for the above post will be displayed on the DCIL Website www.dredge-india.com. Candidates are advised to visit DCIL website www.dredge-india.com for the latest updates on a regular basis.
- (viii) As per Company's re-appointment policy, the employees who have been dismissed, resigned, retired etc., from DCI need not apply.
- (ix) All appointments are subject to medical fitness as per the Rules of the Corporation.
- (x) No person shall be eligible for appointment if he/she has been convicted by a court of law for an offense involving moral turpitude.

- (xi) Any dispute with regard to recruitment against this advertisement will be settled within the Jurisdiction of Visakhapatnam Court only.
- (xii) In case of any technical issues, please contact: 0891-2871354

Sd/-
GM/HOD (HR)

Important dates	
Commencement of online Application	18.10.2023 at 10.00 Hrs
Last date for submission of online Application	08.11.2023 at 18.00 Hrs

