

**Selection Criteria**  
**General Manager (Projects/ (Operations) E-8**

Sr. No.	Qualifications/ Experience (Minimum Experience 20 Years)	Maximum Marks
1.	<b>High School</b> Percentage Marks 80% or more =10 Or CGPA >=9 Percentage Marks 75% to 80% Marks =9 Or CGPA >=8 Percentage Marks 60% to 75% Marks =8 Or CGPA >=7 Rest =Zero	10
2.	<b>Intermediate</b> Percentage Marks 80% or more =10 Or CGPA >=9 Percentage Marks 75% to 80% Marks =9 Or CGPA >=8 Percentage Marks 60% to 75% Marks =8 Or CGPA >=7 Rest =Zero	10
3.	<b>Essential:</b> B.E. / B. Tech. in Civil Engineering from recognised institution. Highest percentage of the applicant will be given 30 marks and others will get marks proportionately.	30
4.	<b>Additional Qualifications(Regular)</b> : MBA / M. Tech. Percentage Marks >= 80% =15 CGPA >= 9 Percentage Marks >= 70% =12 CGPA >= 8 Percentage Marks >= 60% =10 CGPA >= 7 Percentage Marks >= 50% =7 CGPA >= 6 Rest =Zero	15
5.	1 marks additional weightage shall be awarded for every additional year of experience in excess of minimum required year of experience subject to maximum of 10.	10
6.	Experience in Design & Execution of Ports/Logistic/ Shipping/Waterways Projects <ul style="list-style-type: none"> <li>➤ 15 years or more =15</li> <li>➤ 10 to 15 years = 10</li> <li>➤ 5 years to 10 Years =5</li> <li>➤ Less than 5 years =0</li> </ul>	15
7.	Experience in tender preparation /cost estimation of infrastructure projects <ul style="list-style-type: none"> <li>➤ 5 years or more =10</li> <li>➤ 3 to 5 years = 5</li> <li>➤ 6 months to 3 years =3</li> <li>➤ Less than 6 months =0</li> </ul>	10
<b>GRAND TOTAL</b>		<b>100</b>

Note: . for selection purpose, 85% weightage will be given for total of point no. 1 to 7 and rest 15% weightage will be for personal interview/ assessment.

## Senior Manager(Projects) E-5

Sr. No.	Qualifications/ Experience (Minimum Experience 12 Years)	Maximum Marks
1.	<b>High School</b> Percentage Marks 80% or more =10 Or CGPA >=9 Percentage Marks 75% to 80% Marks =9 Or CGPA >=8 Percentage Marks 60% to 75% Marks =8 Or CGPA >=7 Rest =Zero	10
2.	<b>Intermediate</b> Percentage Marks 80% or more =10 Or CGPA >=9 Percentage Marks 75% to 80% Marks =9 Or CGPA >=8 Percentage Marks 60% to 75% Marks =8 Or CGPA >=7 Rest =Zero	10
3.	<b>Essential:</b> B.E. / B. Tech. in Civil Engineering from recognised institution. Highest percentage of the applicant will be given 30 marks and others will get marks proportionately.	30
4.	<b>Additional Qualifications(Regular)</b> : MBA / M. Tech. Percentage Marks >= 80% =15 CGPA >= 9 Percentage Marks >= 70% =12 CGPA >= 8 Percentage Marks >= 60% =10 CGPA >= 7 Percentage Marks >= 50% =7 CGPA >= 6 Rest =Zero	15
5.	1 marks additional weightage shall be awarded for every additional year of experience in excess of minimum required year of experience subject to maximum of 10.	10
6.	Experience in Design & Execution of Ports/Logistic/ Shipping/Waterways Projects <ul style="list-style-type: none"> <li>➤ 8 years or more =15</li> <li>➤ 6 to 8 years = 10</li> <li>➤ 4 years to 6 Years =5</li> <li>➤ Less than 4 years =0</li> </ul>	15
7.	Experience in tender preparation /cost estimation of infrastructure projects <ul style="list-style-type: none"> <li>➤ 4 years or more =10</li> <li>➤ 2 to 4 years = 5</li> <li>➤ 6 months to 2 years =2</li> <li>➤ Less than 6 months =0</li> </ul>	10
<b>GRAND TOTAL</b>		<b>100</b>

Note: . for selection purpose, 85% weightage will be given for total of point no. 1 to 7 and rest 15% weightage will be for personal interview/ assessment.

## Assistant Manager (Projects) E-2

Sr. No.	Qualifications/ Experience (Minimum Experience 5 Years)	Maximum Marks
1.	<b>High School:</b> Percentage Marks 80% or more =15 Or CGPA >=9 Percentage Marks 75% to 80% Marks =13.50 Or CGPA >=8 Percentage Marks 60% to 75% Marks =12 Or CGPA >=7 Rest =Zero	15
2.	<b>Intermediate:</b> Percentage Marks 80% or more =15 Or CGPA >=9 Percentage Marks 75% to 80% Marks =13.50 Or CGPA >=8 Percentage Marks 60% to 75% Marks =12 Or CGPA >=7 Rest =Zero	15
3.	<b>Essential:</b> B.E. / B. Tech. in Civil Engineering from recognised institution. Based on percentage. Highest percentage of the applicant will be given 30 marks and others will get marks proportionately. However, percentage marks if less than 60% will not be considered for candidature ( 55% for SC/ST candidates)	30
4.	<b>Additional Qualifications(Regular) :</b> MBA / M. Tech. Percentage Marks > 80% =10 CGPA >= 9 Percentage Marks > 70% =9 CGPA >= 8 Percentage Marks > 60% =7 CGPA >= 7 50 % < Percentage Marks < 60% =5 6<CGPA<7 Rest =Zero	10
5.	1 marks additional weightage shall be awarded for every additional year of experience in excess of minimum required year of experience subject to maximum of 10.	10
6.	Experience in Design & Execution of Ports/Logistic/ Shipping/Waterways Projects <ul style="list-style-type: none"> <li>➤ 3 years or more =15</li> <li>➤ 1.5 to 3 years = 10</li> <li>➤ 6 months to 1.5 years =5</li> <li>➤ Less than 6 months =0</li> </ul>	15
7.	Experience in tender preparation /cost estimation of projects <ul style="list-style-type: none"> <li>➤ 2 years or more =10</li> <li>➤ 1 to 2 years = 5</li> <li>➤ 6 months to 1 years =3</li> <li>➤ Less than 6 months =0</li> </ul>	5
<b>GRAND TOTAL</b>		<b>100</b>

Note: . for selection purpose, 85% weightage will be given for total of point no. 1 to 7 and rest 15% weightage will be for personal interview/ assessment.

## Senior Manager (Finance) E-5

Sr. No.	Qualifications/ Experience (Minimum Experience 12 Years)	Maximum Marks
1.	<b>High School</b> Percentage Marks 80% or more =10 Or CGPA >=9 Percentage Marks 75% to 80% Marks =9 Or CGPA >=8 Percentage Marks 60% to 75% Marks =8 Or CGPA >=7 Rest =Zero	10
2.	<b>Intermediate</b> Percentage Marks 80% or more =10 Or CGPA >=9 Percentage Marks 75% to 80% Marks =9 Or CGPA >=8 Percentage Marks 60% to 75% Marks =8 Or CGPA >=7 Rest =Zero	10
3.	<b>Graduation</b> Percentage Marks 80% or more =15 Or CGPA >=9 Percentage Marks 75% to 80% Marks =13.50 Or CGPA >=8 Percentage Marks 60% to 75% Marks =12 Or CGPA >=7 Rest =Zero	15
4.	<b>Essential:</b> CA/CWA (Associate Member)/MBA (Finance) Highest percentage of the applicant will be given 25 marks and others will get marks proportionately.	25
5.	<b>Additional Qualifications(Regular)</b> : LL..B./CFA/CIMA/MBA(Fin.) Percentage Marks > 80% =10 CGPA >= 9 Percentage Marks > 70% =9 CGPA >= 8 Percentage Marks > 60% =7 CGPA >= 7 Percentage Marks > 50% =5 CGPA >= 6 Rest =Zero	10
6.	1 marks additional weightage shall be awarded for every additional year of experience in excess of minimum required year of experience subject to maximum of 10	10
7.	Experience in Ports/Logistic/ Shipping/Waterways Projects <ul style="list-style-type: none"> <li>➤ 8 years or more =15</li> <li>➤ 6 to 8 years = 10</li> <li>➤ 4 years to 6 Years =5</li> <li>➤ Less than 4 years =0</li> </ul>	15
8.	Experience of 3 or more years in finance division of a listed/ public Company	5
<b>GRAND TOTAL</b>		<b>100</b>

Note: . for selection purpose, 85% weightage will be given for total of point no. 1 to 8 and rest 15% weightage will be for personal interview/ assessment.

**Assistant Manager (Finance) E-2**

<b>Sr. No.</b>	<b>Qualifications/ Experience (Minimum Experience 5 Years)</b>	<b>Maximum Marks</b>
1.	<b>High School:</b> Percentage Marks 80% or more =10 Or CGPA >=9 Percentage Marks 75% to 80% Marks =9 Or CGPA >=8 Percentage Marks 60% to 75% Marks =8 Or CGPA >=7 Rest =Zero	10
2.	<b>Intermediate</b> Percentage Marks 80% or more =10 Or CGPA >=9 Percentage Marks 75% to 80% Marks =9 Or CGPA >=8 Percentage Marks 60% to 75% Marks =8 Or CGPA >=7 Rest =Zero	10
3.	<b>Graduation</b> Percentage Marks 80% or more =15 Or CGPA >=9 Percentage Marks 75% to 80% Marks =13.50 Or CGPA >=8 Percentage Marks 60% to 75% Marks =12 Or CGPA >=7 Rest =Zero	15
4.	<b>Essential:</b> CA/CWA (Associate Member)/MBA (Finance) Highest percentage of the applicant will be given 25 marks and others will get marks proportionately.	25
5.	<b>Additional Qualifications(Regular) :</b> LL..B./ P.G. in Com./CFA/CIMA/MBA(Fin.) Percentage Marks > 80% =10 CGPA >= 9 Percentage Marks > 70% =9 CGPA >= 8 Percentage Marks > 60% =7 CGPA >= 7 Percentage Marks > 50% =5 CGPA >= 6 Rest =Zero	10
6.	1 marks additional weightage shall be awarded for every additional year of experience in excess of minimum required year of experience subject to maximum of 10.	10
7.	Experience in Ports/Logistic/ Shipping/Waterways Projects <ul style="list-style-type: none"> <li>➤ 4 years or more =15</li> <li>➤ 2 to 4 years = 10</li> <li>➤ 1 years to 2 Years =5</li> <li>➤ Less than 1 years =0</li> </ul>	15
8.	Experience of 1 or more years finance division of a listed/ public Company	5
<b>GRAND TOTAL</b>		<b>100</b>

Note: . for selection purpose, 85% weightage will be given for total of point no. 1 to 8 and rest 15% weightage will be for personal interview/ assessment.

**Assistant Manager (Human Resources) E-2**

<b>Sr. No.</b>	<b>Qualifications/ Experience (Minimum Experience 5 Years)</b>	<b>Maximum Marks</b>
1.	<b>High School</b> Percentage Marks 80% or more =10 Or CGPA >=9 Percentage Marks 75% to 80% Marks =9 Or CGPA >=8 Percentage Marks 60% to 75% Marks =8 Or CGPA >=7 Rest =Zero	10
2.	<b>Intermediate</b> Percentage Marks 80% or more =10 Or CGPA >=9 Percentage Marks 75% to 80% Marks =9 Or CGPA >=8 Percentage Marks 60% to 75% Marks =8 Or CGPA >=7 Rest =Zero	10
3.	<b>Graduation (Regular)</b> Percentage Marks 80% or more =15 Or CGPA >=9 Percentage Marks 75% to 80% Marks =13.50 Or CGPA >=8 Percentage Marks 60% to 75% Marks =12 Or CGPA >=7 Rest =Zero	15
4.	<b>Essential (Regular):</b> Post Graduate Degree with specialization in Human Resources(HR)/ Industrial Relations (IR) Highest percentage of the applicant will be given 30 marks and others will get marks proportionately.	30
5.	<b>Additional Qualifications (Regular) :</b> LL.B. Percentage Marks > 80% =10 CGPA >= 9 Percentage Marks > 70% =9 CGPA >= 8 Percentage Marks >= 60% =7 CGPA >= 7 Percentage Marks >= 50% =5 CGPA >= 6 Rest =Zero	10
6.	1 marks additional weightage shall be awarded for every additional year of experience in excess of minimum required year of experience subject to maximum of 10.	10
7.	Experience in Infrastructure like Ports/Logistic/ Shipping/Waterways Projects/ Power <ul style="list-style-type: none"> <li>➤ 5 years or more =15</li> <li>➤ 3 to 5 years = 10</li> <li>➤ 6 months to 3 years =5</li> <li>➤ Less than 6 months =0</li> </ul>	15
<b>GRAND TOTAL</b>		<b>100</b>

Note: . for selection purpose, 85% weightage will be given for total of point no. 1 to 7 and rest 15% weightage will be for personal interview/ assessment.

## Company Secretary E-5

Sr. No.	Qualifications/ Experience (Minimum Experience 10 Years)	Maximum Marks
1.	<b>High School</b> Percentage Marks 80% or more =10 Or CGPA >=9 Percentage Marks 75% to 80% Marks =9 Or CGPA >=8 Percentage Marks 60% to 75% Marks =8 Or CGPA >=7 Rest =Zero	10
2.	<b>Intermediate</b> Percentage Marks 80% or more =10 Or CGPA >=9 Percentage Marks 75% to 80% Marks =9 Or CGPA >=8 Percentage Marks 60% to 75% Marks =8 Or CGPA >=7 Rest =Zero	10
3.	<b>Graduation (Regular)</b> Percentage Marks 80% or more =10 Or CGPA >=9 Percentage Marks 75% to 80% Marks =9 Or CGPA >=8 Percentage Marks 60% to 75% Marks =8 Or CGPA >=7 Rest =Zero	10
4.	<b>Essential:</b> ACS (Associate Member) Highest percentage of the applicant will be given 25 marks and others will get marks proportionately.	25
5.	<b>Additional Qualifications(Regular)</b> : The highest additional qualification will be considered. LL.B./ MBA (Finance)/CA/CWA Percentage Marks > 65 =10 CGPA >= 8 55 <Percentage Marks <65 =8 CGPA >= 7 Percentage Marks < 55 =5 CGPA >= 6 Rest =Zero	10
6.	1 marks additional weightage shall be awarded for every additional year of experience in excess of minimum required year of experience subject to maximum 5	5
7.	Experience in infrastructure sector like Ports/Logistic/ Shipping/Waterways Projects/ Power ➤ 10 years or more =25 ➤ 8 to 10 years = 20 ➤ 5 years to 8 years =15 ➤ Less than 5 years =0	25
8.	Experience as Company Secretary in Listed/Public company knowledge on security, listing etc.	5
	<b>GRAND TOTAL</b>	<b>100</b>

Note: . for selection purpose, 85% weightage will be given for total of point no. 1 to 8 and rest 15% weightage will be for personal interview/ assessment.