COCHIN SHIPYARD LIMITED
A GOVERMENT OF INDIA ENTERPRISE
A MINIRATNA SCHEDULE A COMPANY UNDER
THE MINISTRY OF PORTS, SHIPPING AND WATERWAYS

Vacancy Notification Ref No. CSL/P&A/RECTT/PERMANENT/SUPERVISORS/2023/11 Dated 02 October 2024

Cochin Shipyard Limited (CSL), a listed premier Miniratna Schedule 'A' Company of Government of India, invites **Online Applications** from Indian citizens fulfilling the eligibility requirements, for filling up of the following **Supervisory posts in CSL**:

A. Name of Posts, Educational Qualification, Experience:

TABLE 1

Sl. No.	Name of Posts	Educational Qualification & Experience
1	Assistant Engineer (Mechanical)	Educational Qualification: Three year Diploma in Mechanical Engineering from a State Board of Technical Education. Experience: a) Seven years post qualification experience in mechanical works in a • Shipyard or • Dockyard or • Engineering Company or • Government Establishment. b) Out of the seven years experience, two years should be in supervising mechanical works and workmen.
2	Assistant Engineer (Electrical)	Three year Diploma in Electrical Engineering from a State Board of Technical Education. Seven years post qualification experience in electrical works in a Shipyard or Dockyard or Engineering Company or Government Establishment, out of which two years should be in supervising electrical works and workmen. **OR** ITI (NTC) Certificate and National Apprenticeship Certificate (NAC) in the trade of Electrician with 22 years of experience in electrical works in a Shipyard or Dockyard or Engineering Company or Government Establishment.
3	Assistant Engineer (Electronics)	Three year Diploma in Electronics Engineering/Electronics and Communication Engineering from a State Board of Technical Education. Seven years post qualification experience in electronics works in a Shipyard or Dockyard or Engineering Company or Government Establishment, out of which two years should be in supervising electronics works and workmen. **OR** ITI (NTC) Certificate and National Apprenticeship Certificate (NAC) in the trade of Electronic Mechanic with 22 years of experience in electronics

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Sl. No.	Name of Posts	Educational Qualification & Experience
		works in a Shipyard or Dockyard or Engineering Company or Government Establishment.
4	Assistant Engineer (Maintenance)	Three year Diploma in Mechanical Engineering from a State Board of Technical Education. Seven years post qualification experience in Machinery/Crane maintenance works preferably in a Shipyard or Dockyard or Engineering Company or Government Establishment, out of which two years should be in supervising maintenance works and workmen. **OR** ITI (NTC) Certificate and National Apprenticeship Certificate (NAC) in the trade of Mechanic Motor Vehicle/Fitter with 22 years of experience in Machinery/Crane maintenance works in a Shipyard or Dockyard or Engineering Company or Government Establishment.
5	Assistant Administrative Officer	<u>Educational Qualification:-</u> Essential:- a) Three year Degree (Bachelor of Arts, Bachelor of Science, Bachelor of Business Administration, Bachelor of Computer Application, Bachelor of Commerce) securing minimum of 60% marks from a recognised University **OR** b) Three year Diploma in Commercial Practice/ Computer Engineering / Information Technology securing minimum of 60% marks from a State Board of Technical Education. Desirable:- Proficiency in Computer Applications like SAP, MS Project, MS Office etc. Experience:- Essential:- Seven years post qualification experience in matters relating to Office work such as updating ERP system, computerized data entry, Record and Report Generation, maintenance of files, registers and records in Human Resources or Personnel Department or Establishment or Administrative section of a • Public sector company or • Private Company or • Commercial Organization or • Banks / Insurance Company or • Government / Semi Government Board/Company/ Establishment. Out of the above experience, two years should be in a Supervisory grade. Desirable:- Experience in matters relating to Human Resource, Time/ Leave/shift/overtime management.

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Sl. No.	Name of Posts	Educational Qualification & Experience
6	Assistant Fire Officer	Pass in SSLC and Pass in Sub-Officers Course from the National Fire Service College Nagpur or equivalent examination and seven years post qualification experience in Fire Fighting and allied Operations preferably in a Shipyard.
7	Accountant	a) Graduate with M.Com and seven years post qualification experience in Finance / Accounting in a Government Establishment or Public Sector Undertaking or Private Sector Undertaking. **OR** b) Graduate with a pass in CA/CMA Intermediate examination with five years post qualification experience in Finance/Accounting in a Government Establishment or Public Sector Undertaking or Private Sector Undertaking. Out of the above experience at a) and b), two years experience should be in a Supervisory Grade. Experience of working in a computerised environment would be an added advantage.

B. Important Dates:

Commencement of Online Application : 04.10.2024
Last Date of Online Application : 30.10.2024

C. No. of Vacancies and Reservation:

TABLE 2

Sl. No.	Name of Post	UR	OBC	SC	ST	Total
1	Assistant Engineer (Mechanical)	2	1	-	_	3
2	Assistant Engineer (Electrical)	4	3* *(1 backlog)*	1	_	8
3	Assistant Engineer (Electronics)	1	-	-	-	1
4	Assistant Engineer (Maintenance)	2	1	–	_	3
5	Assistant Administrative Officer	1	_	_	_	1
6	Assistant Fire Officer	1	1	-	-	2
7	Accountant	1	_	_	1*	2
TOTAL		**12**	**6**	**1**	**1**	**20**

*Includes backlog vacancies

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a) CSL reserves the right to increase / decrease the number of vacancies or not to fill up the vacancies or cancel the recruitment process, as per its requirement.

b) PwBD candidates belonging to the following categories of disabilities can also apply for the below mentioned posts: -

TABLE 3

Name of the Posts	Category	Identified Bench Mark disability
Accountant	Category (a)	Low vision
	Category (b)	Deaf and hard of hearing
	Category (c)	One Arm, One Leg, Both Leg, Leprosy Cured without functional impairment, Dwarfism, Acid Attack Victims without other functional disability
Assistant Administrative Officer	Category (a)	Low vision
	Category (b)	Deaf and hard of hearing
	Category (c)	One Arm, One Leg, Both Leg, Leprosy Cured without functional impairment, Dwarfism, Acid Attack Victims without other functional disability

c) CSL is engaged in hazardous operation. Deployment of PwBD other than those shown as "Identified Benchmark Disabilities" above, are likely to put them at serious risk, hence have not been included.

d) PwBD candidates with disabilities as mentioned above should be capable of performing the tasks assigned to them by CSL.

D. Scale of Pay, Benefits & Place of Posting:

a) Grade and Pay Scale: -

TABLE 4

Grade	Pay Scale
PS–I	₹ 28000-3%-110000

b) Monthly Emoluments as on date:-

TABLE 5

Sl. No	Wage type	Amount (₹)
1	Basic pay	₹ 28000.00
2	DA (at present 44.80%)	₹ 12544.00
3	HRA (at present 18%) at Kochi	₹ 5040.00
4	Perks & Allowances (35%)	₹ 9800.00
Total		**₹ 55384.00**

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c) Other benefits under New Pension Scheme, Contributory Provident Fund, Accident Insurance coverage, Reimbursement of Medical expenses under the Contributory Medical Insurance policy, Leave encashment, Performance related Payment etc. as admissible shall be applicable.

d) The posting shall be at CSL/any other CSL units/project sites as desired by CSL. However, depending upon project requirements, the candidates are liable to be transferred within different units of CSL. The appointment to the posts carries with it the obligation to serve in any department of CSL or on-board ships or in any of the units / work sites/ projects undertaken in any part of India or abroad as the case may be.

e) Selected candidates shall be placed in the minimum of the pay scale and Pay protection will not be considered.

E. Age:

a) **The upper age limit prescribed for the posts shall not exceed 45 years as on 30 October 2024, i.e. applicants should be born on or after 31 October 1979.** The upper age limit is relaxable by 3 years for OBC (Non-Creamy Layer) candidates and 5 years for SC/ST candidates in posts reserved for them. The upper age limit is further relaxable by two years for applicants who are in the regular employment of CSL.

b) Age relaxation for Ex-servicemen shall be as per Government of India guidelines. For the posts of Accountant & Assistant Administrative Officer, the upper age limit shall be relaxable by 5 years for Persons with Benchmark Disabilities (PwBD). However, all age relaxations are subject to a maximum age of 50 years.

F. Method of Selection:

a) The method of selection shall include:-

(i) Phase I - Online test (Objective Type – 40 Marks & Descriptive Type – 40 Marks)
(ii) Phase II - Power point presentation on work experience (20 Marks)

b) Depending upon the number of online applications, the Phase I shall be held at Kochi or at any place in Kerala as decided by CSL and also other than through online mode. The allocation of examination centre shall be at the sole discretion of CSL.

c) The Objective type Online test shall be of 45 minutes duration and consists of two parts - General (Part A) and Discipline related (Part B). Part A comprises of General Knowledge, General English, Reasoning and Quantitative Aptitude. The pattern of the Objective Type Online Test question paper, number of questions and allotment of marks is detailed under:

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No. of questions in each section/ marks per section*					Total no. of questions for Objective type Online test / Max marks
General Knowledge	General English	Reasoning	Quantitative Aptitude	Discipline related	
5	5	5	5	20	40

*Each question carries one mark. There shall be no negative marks.

d) The Descriptive type online test shall be of 40 marks, 90 minutes duration comprising of discipline related questions.

e) Detailed Syllabus for Objective type Online test & Descriptive type Online Test is at **Annexure I**. Please note that the given syllabus is only indicative and not exhaustive.

f) The mark list for each post shall be prepared on the basis of marks secured by the candidates in the Phase-I - Objective type online test. The Descriptive test answer sheets of only those candidates shall be evaluated, who secure the minimum pass mark and above in Objective type test and who meet the notified eligibility requirements.

g) The minimum pass mark each for Objective as well as Descriptive tests shall be as below:-
For unreserved posts– 50 % of Total Marks of each test,
For OBC Candidates – 45 % of Total Marks of each test only for vacancies reserved for OBC,
For SC/ST Candidates - 40 % of Total Marks of each test only for vacancies reserved for SC/ST,
For PwBD Candidates (for the posts of Accountant & Assistant Administrative Officer) - 40 % of Total Marks of each test.

h) Candidates who score minimum pass marks and above and meeting notified eligibility requirements, shall be short listed for certificate verification. For each post, CSL shall call sufficient number of candidates for verification of certificates so as to get candidates in the minimum ratio of 6 candidates against one post in the order of merit/reservation. Only those candidates who successfully complete the certificate verification shall be shortlisted to attend the Phase-II.

i) Further to the Certificate verification, the Phase II shall be conducted with the eligible candidates even if it is less than 1:6 ratio as decided by CSL.

j) The Phase II (Power Point Presentation), shall be held at CSL, Kochi. The Power Point Presentation shall be of duration not more than ten minutes highlighting the work experience of candidates.

k) Depending upon the number of online applications received, CSL reserves the right to scrutinise applications for the posts and prepare shortlist of candidates based on meeting eligibility requirements ascertained through the certificates uploaded by the applicants in the online application portal and only such shortlisted candidates may be considered for the selection.

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l) Rank lists of candidates who qualified in all the phases shall be prepared based on the total marks secured by the candidates in Phase I & Phase II. In case, same aggregate marks are secured by more than one candidate, marks scored in the discipline part of the Objective type test shall be the basis of determining the order of rank list. In case of a tie thereafter, relative merit shall be decided based on seniority in age.

G. Conditions:

a) Reservation:

(i) Government of India Directives on reservation shall apply.

(ii) Applicants belonging to SC or ST or OBC (Non Creamy Layer), applying against reserved vacancies should produce a *valid recent community certificate* issued by the Revenue Authority not below the rank of the Thahsildar, failing which their candidature shall not be considered against the reserved posts, and for other concessions/relaxations applicable to the categories.

(iii) For the posts of Accountant and Assistant Administrative Officer, in the case of Persons with Benchmark Disabilities, the degree of disability should be a minimum of 40%. The applicant should submit a *valid Certificate of disability* to this effect in the prescribed format issued by Competent Authority as per the Rights of Persons with Disabilities Rules, 2017.

b) Qualification:

(i) The minimum qualification stipulated for the posts must be from a University/Institute/ Examination Board recognized by AICTE/ appropriate statutory authority/ State/ Central Government.

(ii) **For the posts at Sl. Nos. 1 to 4 & 6, applicants without prescribed qualification, but having higher qualifications such as B. Tech, M. Sc etc. shall not be considered.**

(iii) Those applicants having qualifications equivalent to any of the prescribed qualifications should submit Equivalency Certificate issued by the Competent Authority and without such certificate, their candidature shall not be considered.

(iv) The applicants are required to fill in the exact percentage of marks scored by them in the qualifying examination in the online application submitted for the posts as applicable. Some Universities/Institutes/Examination Boards do not award Class or Percentage of marks and allot Aggregate Grade Points (e.g. CGPA/OGPA/CPI, etc.). In case University/Institute/ Examination Board defines criteria for conversion of Aggregate Grade Point into Class and/or percentage of marks, the same shall be accepted. However, where the University/ Institute/Examination Board does not define criteria for conversion of Aggregate Grade Point into Class and/or percentage of marks,

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the Aggregate Grade Points may be multiplied by 10 to get the required percentage of marks.

c) <u>Experience:</u>

(i) **Experience acquired after the date of passing of the qualification stipulated as per item A above shall only be considered. Period of experience shall be reckoned as on 30 October 2024.**

(ii) The period of completed Apprenticeship Training in the relevant discipline/ trade under the Apprentices Act 1961, shall be treated as experience. Any training with remuneration shall also be treated as experience. However, the period of training shall not be counted to calculate the two years supervisory experience.

(iii) **Experience Certificates obtained from Companies registered under the Companies Act 1956 or Foreign Companies of equivalent status shall only be considered for short listing and for consideration for selection.**

(iv) Applicants who are presently working in any company (Private / Public Sector / Govt.), in the absence of experience certificate, should submit copy of **Appointment / Offer letter issued by the company, latest Pay Slip / copy of last Pay drawn as proof of experience. For past employment, experience certificate indicating the date of joining as well as relieving should be submitted.** <u>During the certificate verification process, the candidates should produce all certificates in original to establish the experience claimed in their online application, failing which they shall not be considered for further selection.</u>

(v) **Work experience obtained from contractors (Proprietary Firms and Partnership Firms) engaged by companies may be considered based on the endorsement of the Principal Employer on the certificates issued by the contractor. Such applicants are required to submit their experience certificates along with further proof such as ESI/EPF statements. Certificates of training issued by the contractors without the endorsement of the Principal Employer shall not be considered.**

(vi) Applicants in regular Government service or in Government owned industrial or other similar organizations should submit their applications online directly to CSL. However, such applicants are required to upload a declaration **(as per Annexure–II)** that they have informed in writing to their employer that they have applied for the post notified by CSL. Candidature of such applicants will not be considered if objection if any received from the employer.

(vii) Applicants who are Ex-servicemen should submit **Discharge Certificate/ Book/ Pension Payment Order from the Armed Forces**. Those ex-servicemen having qualification endorsed in their Discharge Certificate/ Book should have working experience in the relevant trade / discipline in the Armed Forces. Such qualification

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acquired during service period shall also be considered for calculation of post qualification experience. Ex-servicemen claiming equivalency of qualification should produce certificate of equivalency or endorsement in the Discharge Certificate of the same with authority (refer order issued by the Govt. of India), should produce certificates indicating qualification and work experience in the relevant discipline in the Armed Forces, as proof of experience and produce the same during certificate verification process. They should produce experience certificate from the authorities concerned, failing which their candidature shall not be considered**.**

(viii) Those ex-servicemen, on re-employment in any Government job on civil side after availing of the benefits given to him as an ex-serviceman, his ex-serviceman status for the purpose of re-employment in Government shall be governed by DoPT OM Nos. 36034/27/84-Estt (SCT) dated 02.05.1985, 36034/6/90-Estt(SCT) dated 02.04.1992 and 36034/1/2014-Estt (SCT) dated 14.08.2014. **All ex-servicemen should submit an undertaking to this effect along with the online application, that he has not been re-employed in Government after availing the benefits for ex-servicemen(as per Annexure–III).**

(ix) Applicants should clearly specify the nature of work performed and duties, responsibilities handled in the respective jobs, as well as experience certificate in proof of the same shall be uploaded while submitting their online application for the posts notified.

(x) **Employees who are currently working in CSL/ any other units of CSL on the regular rolls are not eligible to apply for the same posts at the same pay scales notified by CSL.**

d) Application Fee:

(i) Application fee of ₹ **700/- (Non refundable, plus bank charges extra) should be remitted using the Online payment options (Debit card/Credit card/Internet Banking/Wallets/UPI etc)** which can be accessed through our Online application facility from **04 October 2024 to 30 October 2024.** No other mode of payment shall be accepted.

(ii) **Applicants belonging to Scheduled Caste (SC)/ Scheduled Tribe (ST) need not pay application fee.** For the posts of Accountant & Assistant Administrative Officer, applicants belonging to PwBD category need not pay application fee. They are exempted from payment of application fee.

(iii) All applicants for whom the fee is applicable, i.e. except those mentioned at (ii) above should pay the application fees. **It is important to note that their candidature shall be considered only on receipt of application fee.**

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e) How to Apply:

i) Applicants should go to the website www.cochinshipyard.in (Career page→ CSL, Kochi) and proceed to the link for online application. The application consists of two phases – **Registration** and **Submission of application**. Applicants should not submit more than one application. Application once submitted shall be final.

ii) **Online Exams for various posts will be conducted simultaneously. Hence, applicants shall apply only for one post.**

iii) Applicants meeting the notified requirements may go through the instructions on the online application page, complete the Registration and submit their application online through the online application facility from **04 October 2024. T**he facility can be accessed through our website www.cochinshipyard.in (Career page→ CSL, Kochi). Application submitted direct or by any other mode shall not be accepted.

iv) Applicants should ensure that all the entries in the online application have been correctly filled in and application submitted successfully. Change in the data provided in the application after final submission of the same through online will not be considered. Filling of garbage/junk details in any of the fields can lead to rejection of application.

v) Application must be complete in all respects as per this Advertisement Notification. **Please note that incomplete applications shall not be considered.**

vi) **After applying through online, applicants should retain a soft copy/ printout of the online application containing the unique registration number generated by the system for their reference. It is important to note that, the unique application number will be obtained only upon successful submission of online application.** The Registration Number on the online application should be quoted for any correspondence with CSL.

vii) ***Applicants need not send the online application print out/ certificates/ application fee in the form of DD/Challan/Cheque by post to Cochin Shipyard Ltd.***

viii) The website will remain functional for the purpose of submitting applications **from 04 October 2024** and the last date for submission of applications through online is **30 October 2024**. In order to avoid heavy traffic in website on the last date that may result in non-submission of application, candidates are advised to log in to CSL website and submit applications well in advance before the last date. ***Those who apply on the last date of application may not get any troubleshooting assistance / technical support in the online application portal by email/phone after 1600 hrs on the last date.***

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f) General:

(i) **Applicants are advised to make sure that they are meeting the eligibility requirements as per the vacancy notification for the posts before submitting the applications.**

(ii) Definition of Ex-serviceman: Ex-serviceman is a person

(a) who has served in any rank whether as combatant or non-combatant in a Regular Army, Navy and Air Force of the Indian Union, and

(i) who either has been retired or relieved or discharged from such service whether at his own request or being relieved by the employer after earning his or her pension; or

(ii) who has been relieved from such service on medical grounds attributable to military service or circumstances beyond his control and awarded medical or other disability pension; or

(iii) who has been released from such service as a result of reduction in establishment;

(b) who has been released from such service after completing the specific period of engagement, otherwise than at his own request, or by way of dismissal, or discharge on account of misconduct or inefficiency and has been given a gratuity; and includes personnel of the Territorial Army, namely, pension holders for continuous embodied service or broken spells of qualifying service; Or

(c) personnel of Army Postal Service who are part of Regular Army and retired from the Army Postal Service without reversion to their parent service with pension, or are released from the Army Postal service on medical grounds attributable to or aggravated by military service or circumstances beyond their control and awarded medical or other disability pension; Or

(d) Personnel, who were on deputation in Army Postal Service for more than six months prior to 14thApril, 1987; Or

(e) Gallantry award winners of the Armed Forces including personnel of Territorial Army; Or

(f) Ex-recruits boarded out or relieved on medical ground and granted medical disability pension.

(iii) CSL reserves the right to call for any additional documentary evidence from candidates in support of educational qualification/experience/other notified eligibility requirements as indicated in their online application, and information / replies to such queries should be only through the e-mail **career@cochinshipyard.in**. However, CSL shall not be responsible for any delay/non-receipt of such e-mails within the stipulated date and time. Replies to any such queries received after the stipulated date and time shall not be considered, and no further correspondence shall be entertained in this regard.

(iv) Original Certificates of the short-listed candidates shall be verified at the time of joining or at any other stage as decided by CSL. Candidature is purely provisional subject to verification of original certificates in proof of age, qualification, experience, caste,

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disability, medical fitness etc and meeting the notified eligibility requirements. At the time of certificate verification/joining, if the candidates short-listed are found not meeting the eligibility requirements or fail to produce certificates in original or if at any stage, it is found that any information furnished by the candidate is false/incorrect or there has been suppression of facts and information, the candidate shall not be considered for selection and candidature/ appointment will be cancelled/rejected without further notice.

(v) No travelling allowance shall be paid to any candidates for appearing for the Online Tests. However, SC/ST/PwBD candidates appearing for the Phase II shall be reimbursed single to & fro sleeper class rail fare as admissible for the posts as per company rules by the shortest route from the mailing address mentioned in their online application form to CSL, Kochi on production of proof. Candidates claiming travel re-imbursement are required to submit the copy of front page of **Savings bank passbook with account number and IFSC code**, at the time of certificate verification and the eligible amount of reimbursement shall be credited to their bank account through NEFT. Reimbursement of travel fare shall only be made to those candidates who submit the above details. However, at the time of certificate verification, if it is found that the candidate does not fulfill any of the notified eligibility conditions, he/she shall neither be allowed to attend selection process nor be paid any travelling allowance.

(vi) **No correspondence regarding the rejection of application in case of ineligibility shall be entertained.**

(vii) **Call letters shall not be sent to short-listed candidates by post.** They shall be informed by e-mail/through CSL website to download call letter from www.cochinshipyard.in. **Schedule of the selection shall be intimated to the shortlisted applicants through E-mail/CSL website (Career page → CSL, Kochi).** Candidates are requested to frequently check the above website (**Career page → CSL, Kochi**) for updates related to the selection.

(viii) Mere submission of application through online, and Issue of call letter for the selection process shall not confer any right to the applicant of acceptance of candidature or cannot be construed as an acknowledgement of fulfilling the eligibility criterion.

(ix) Appointment of selected candidates will be subject to verification of character and antecedents, and verification of caste certificates if applicable.

(x) The candidates short-listed for appointment should undergo a medical examination in the hospitals as prescribed by CSL. The reports of such medical examination may be examined by Medical Officer of CSL and the appointment of the candidate is subject to certification of Medical fitness.

(xi) CSL shall not bear any liability on account of salary/leave salary/gratuity/pension contribution etc, if any of previous employment of any candidate already working in Government/Public Sector Undertakings.

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(xii) Rank lists shall be maintained for all the posts and shall be operated only in the event of occurrence of a vacancy during the validity period of the rank list. The validity period of the rank list shall be upto 18 months from the date of reporting of the last candidate, from the list of candidates advised to join on publication of the result, unless a fresh notification for the same post is issued. Vacancy which arose as stated above shall not be treated as a fresh vacancy.

(xiii) The number of posts indicated in this notification is based on existing requirement and shall vary depending on the future requirements, and the vacancies that may arise during the validity period of the rank list shall be filled up from that rank list at the discretion of the CSL.

(xiv) Notwithstanding the above or any other conditions, CSL reserves the right not to fill up the vacancies notified. Further, the filling up of the notified vacancies shall be subject to the suitability of candidates in the rank list, availability of projects and job requirements. CSL reserves the right to restrict/ alter/cancel/modify the recruitment process, if need so arises.

(xv) Submission of application shall be considered as unconditional acceptance of all terms and conditions of this vacancy notification by the applicant.

(xvi) All documents related to this selection shall be preserved for a period of two years from the date of publication of results.

(xvii) Any legal proceedings in respect of any claim or dispute arising out of this advertisement and/or an application in response thereto and selection process thereafter can be instituted only in the Courts/Tribunals/Forums at Ernakulam and such Courts/ Authorities shall have sole and exclusive jurisdiction.

(xviii) Any amendment, modification or addition to this advertisement shall be published in the CSL website only.

(xix) For any technical queries related to the online application form, please contact us via email helpdesk.csl10@gmail.com.

(xx) For any further clarification related to the advertisement and conduct of selection, please contact us via e-mail career@cochinshipyard.in.

"CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION"
"ONLY INDIAN NATIONALS NEED TO APPLY"

Sd/-
GENERAL MANAGER (HR & TRAINING)

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