

**DEENDAYAL PORT AUTHORITY**  
ISO 9001:2008 & ISO 14001:2004 Certified Port  
(ADVERTISEMENT NO. GA/PS/4292(PF)/2025/ 537 Dt. 27/02/2025)

The Deendayal Port Authority is a vibrant, world-class multi-cargo Port offering services at multiple locations and having a dominant share of regional cargo by virtue of its ability to effectively leverage its locations and land resources for facilitation of growth of economic activities and investments, with the objective of developing mutually beneficial and sustainable linkages with port based industries and users, thereby, making Kandla the driver of economic growth in the region and India.

The Deendayal Port Authority invites applications from eligible and competent persons for engagement of Professional Functionaries purely on contract basis in the following fields as per details given under : -

<b>Field</b> →	<b>Information, Communication &amp; Technology</b>	<b>Corporate Legal</b>	<b>Environment and Safety</b>	<b>Business Development &amp; Trade Promotion</b>
<b>Position</b> ↓				
<b>Chief Manager</b>	1 No.	1 No.	1 No.	1 No.
<b>Senior Manager</b>	1 No.	1 No.	1 No.	1 No.
<b>Manager</b>	2 Nos.	2 Nos.	2 Nos.	2 Nos.
<b>Details of the position</b>	<i>Please see Annexure A</i>	<i>Please see Annexure B</i>	<i>Please see Annexure C</i>	<i>Please see Annexure D</i>

- *Terms and conditions of Contract Engagement: As per Annexure I*
- *TA/DA entitlement for professional functionaries: As per Annexure II*

The roles & responsibilities, eligibility criteria, monthly remuneration etc. are well mentioned in Annexure – **A, B, C, D** respectively.

**Normal Selection Procedure:**

Mode for Selection of professionals will be personal Interview only. The shortlisted eligible candidates will only be called for Interview in the ratio of 1:3 for each position. The Shortlisting of candidates will be based on their qualification & Experience.



### **General Instructions / Conditions:**

1. Only Indian Nationals are eligible to apply. While applying for the post, the applicant should ensure that he/she fulfills the eligibility criteria and other norms mentioned in respective Annexures. In case, it is detected at any stage of recruitment that a candidate does not fulfill the eligibility norms and/or that he/she has furnished any incorrect / false information or has suppressed any material fact(s), his/her candidature will stand automatically cancelled. If any of the above shortcoming(s) is / are detected even after engagement, his/her services are liable to be terminated without any notice.
2. The mere fact that a candidate has submitted the application against the advertisement would not bestow upon him/her the right to be called for the interview for selection.
3. The crucial date for determining the eligibility criteria for qualification, experience and age shall be **01/02/2025**.
4. The number of vacancies indicated in the advertisement may increase/ decrease / be cancelled at the discretion of Deendayal Port Authority Management, if needed, without any further notice and without assigning any reasons thereof. It may accept or reject any or all applications, without giving any reasons therefor, whatsoever.
5. The Management reserves the right to shortlist and restrict the number of candidates for personal interview on the basis of qualifications and experience by adopting the appropriate selection criteria. Decision of the Deendayal Port Authority in all matters relating to recruitment including shortlisting of candidates for interview will be final and binding to all the candidates. No correspondence or personal enquiries shall be entertained in this behalf.
6. Instances of providing incorrect information and/or process violation by a candidate detected at any stage of the selection process will lead to disqualification of the candidate from the selection process and he/she will not be allowed to appear in Deendayal Port Authority recruitment process in the future. If such instances go undetected during the current selection process but are detected subsequently, such disqualification will take place with retrospective affect.
7. Deendayal Port Authority does not assume any responsibility for the candidates not being able to submit their applications in the given address within the last date on account of any reason whatsoever.
8. The candidate should give his active mobile number and active Email-ID in the application for communication, if any, required in future.
9. At any stage, if falsification of any of the certificates is noticed, the candidature will stand cancelled automatically.
10. The candidates will have to appear for the tests, interview, verification of documents etc., at their own cost.
11. The Deendayal Port Authority, at its discretion, reserves the right to cancel the above Recruitment Process at any stage of the process without assigning any reason thereof.




12. Decisions of the Deendayal Port Authority in all matters regarding eligibility, interview, selection thereof would be final and binding to all applicants. No representation or correspondence will be entertained by the Deendayal Port Authority in this regard.
13. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in responses thereto can be instituted only in Ahmedabad/Gandhidham. Courts/Tribunals/Forums at Ahmedabad/ Gandhidham only shall have sole and exclusive jurisdiction to try any cause/dispute.
14. Canvassing in any form will disqualify the candidature.
15. E-mail ID/ phone number/present address given in the application should be valid and functional for at least 6 months from the date of submission of application.

**How to apply:**

- (i) The applicants are requested to apply online through the link available on Deendayal Port Authority's website: [www.deendayalport.gov.in](http://www.deendayalport.gov.in) under Recruitment Section. The applicant has to fill the Application Form available therein. Online link will be opened till **20/3/2025 only**.
- (ii) The applicants shall take a print-out of the duly filled-in Application Form from the aforesaid link and send the same by affixing recent passport size photograph on the right hand corner at the top in the Application Form along with attaching self-attested copies of all educational/experience/age certificate(s) as well as other required relevant documents through Speed Post/Registered Post etc. so as to reach the same **on or before 01/04/2025** at the following address:

The Secretary,  
Deendayal Port Authority,  
Post Bag No. 50, Administrative Office Building,  
Tagor Road, Gandhidham (Kachchh),  
Gujarat – 370201
- (iii) Applications (printout of online application along with all documents as detailed in para (ii) above) received in Hard Copies will only be considered. The Deendayal Port Authority shall not be responsible for any postal delay / loss in transit in submission of documents within specified time. No request in this regard will be entertained. Incomplete applications or applications received late shall be summarily rejected.

  
Secretary  
Deendayal Port Authority



Category: ICT

Level	Name of Post & No. of positions	Educational Qualification	Experience	Upper age limit	Monthly Remuneration
(1)	(2)	(3)	(4)	(5)	(6)
1.	Chief Manager  01 (One)	<p><b>Essential :</b> First Class Graduate in B.E./ B. Tech in Computer science &amp; Engineering / Information Technology/ specialization in relevant field of IT from a recognized university/institution.</p> <p><b>Desirable:</b> Post Graduate degree in Computer Science &amp; Engineering/ Information Technology from a recognized University/institution</p>	<p><b>Essential :</b> 12 years' experience in Executive cadre in Programming/ Electronic Data Processing/Network/ system design &amp; Analysis / relevant fields of Information Technology in any Industrial/Commercial organization</p> <p><b>Desirable:</b> Experience in Port/Shipping sector</p>	55 yrs	Rs. 2,00,000
	Roles & Responsibilities	<ul style="list-style-type: none"> <li>• To provide strategic vision, IT inputs in the analysis, planning and implementation for automation and Port activities. It includes Technology preference, Implementation modes, Process integration and Systematic Maintenance.</li> <li>• Will lead a support team with varied IT expertise that manages the IT installations of the Port. IT assets under management include Terminal operating System Access Control along with Smart Gate, ERP, MIS including dashboard etc.</li> <li>• Responsible for managing a team, establishing goals &amp; objectives, managing performance &amp; deliverables and developing and mentoring staff.</li> <li>• Shall recommend and plan information and communication technology operating solutions and process re-engineering efforts to support and meet corporate objectives based on research and evaluation and industry standards.</li> </ul>			



2.	Senior Manager  01 (One)	<p><b>Essential :</b></p> <p>First Class Graduate in B.E./B.Tech in Computer science &amp; Engineering / Information Technology / specialization in relevant field of IT from a recognized university/institution.</p> <p><b>Desirable:</b> Post Graduate degree in Computer Science &amp; Engineering/ Information Technology from a recognized University/Institution.</p>	<p><b>Essential :</b></p> <p>9 years' experience in Executive cadre in Programming/ Electronic Data Processing/ Network/system design &amp; Analysis / relevant fields of Information Technology in any Industrial/ Commercial organization</p> <p><b>Desirable:</b> Experience in Port/Shipping sector</p>	45 yrs	Rs. 1,60,000
	Roles & Responsibilities	<ul style="list-style-type: none"> <li>• Will be responsible but not limited to defining the need, identifying the vendors, sourcing etc., and facilitate implementation, primary support, maintenance, training of users, testing the release management.</li> <li>• Actively participate in Industry and other Professional networks to ensure awareness of industry standards, trends and best practices in order to strengthen organizational and technical knowledge.</li> <li>• Controlling and evaluating IT and electronic data operations.</li> </ul>			



3.	<p>Manager</p> <p>02 (Two)</p>	<p><b>Essential :</b></p> <p>First Class Graduate in B.E./B.Tech in Computer science &amp; Engineering / Information Technology / specialization in relevant field of IT from a recognized University /Institution.</p> <p><b>Desirable:</b> Post Graduate degree in Computer Science &amp; Engineering/ Information Technology from a recognized University/Institution.</p>	<p><b>Essential :</b></p> <p>5 years' experience in Executive cadre in Programming/ Electronic Data Processing/ Network/system design &amp; Analysis / relevant fields of Information Technology in any Industrial/ Commercial organization</p> <p><b>Desirable:</b> Experience in Port/Shipping sector</p>	40 yrs	Rs. 1,20,000
	Roles & Responsibilities	<ul style="list-style-type: none"> <li>• Maintain essential IT infrastructure, including operating systems, security tools, applications, servers, email systems, laptops, desktops, software, and hardware.</li> <li>• Maintain an understanding of Terminal Operating Systems, processes and re-engineering efforts and provide recommendations for internal efforts that meet corporate objectives.</li> <li>• Responsible for determining how changing business needs will affect the applications ecosystem.</li> <li>• Ensure management of version control, patch planning, new feature review, interaction with vendor project managers and key account managers etc.</li> </ul>			



**Annexure – B**

**Category: Corporate Legal**

Level	Name of Post & No. of positions	Educational Qualification	Experience	Upper age limit	Monthly Remuneration
(1)	(2)	(3)	(4)	(5)	(6)
1.	Chief Manager 01(One)	<b>Essential :</b> Degree in Law from a recognized National / International University.  <b>Desirable:</b> Master's degree in Corporate / Maritime Law from a recognized National/International University.	<b>Essential :</b> 15 years' work experience in Legal wing of Corporates. Proven track record in contract negotiation and drafting.  <b>Desirable:</b> Experience in Port / Shipping Sector.  Practicing experience as an Advocate.	55 years	Rs. 2,00,000
	Roles & Responsibilities	<ul style="list-style-type: none"><li>• Responsible for the court cases and advise the management in handing right perspective to take appropriate decision in pursuing the cases.</li><li>• Responsible for managing a team, establishing goals &amp; objectives, managing performance &amp; deliverables and developing &amp; mentoring staff.</li><li>• Will advise and act on legal risk, policy development, litigation management, regulatory competence, contract negotiation etc.</li></ul>			



2.	Senior Manager  01(One)	<p><b>Essential :</b> Degree in Law from a recognized National/International University.</p> <p><b>Desirable:</b> Master's degree in Corporate / Maritime Law from a recognized National/International University.</p>	<p><b>Essential :</b>10 years work experience in Legal wing of Corporates. Proven track record in contract negotiation and drafting.</p> <p><b>Desirable:</b> Experience in Port / Shipping Sector. Practicing experience as an Advocate.</p>	45 years	Rs. 1,60,000
	Roles & Responsibilities	<ul style="list-style-type: none"> <li>• He will provide strategic vision &amp; plan in the implementation of various initiatives of the Port for better image building.</li> <li>• Responsible for managing a team, establishing goals &amp; objectives, managing performance &amp; deliverables and developing &amp; mentoring staff.</li> <li>• Will advise and act on review and provide legal advice on tender documents.</li> <li>• Liaise with relevant Department to ensure that where legal risks have been identified, appropriate courses of action have been taken.</li> <li>• Provide legal protection and risk management advice to Management especially on contract management.</li> <li>• Also take care of policy development, litigation management, regulatory compliance, contract negotiation etc.</li> </ul>			



3.	Manager  02 (Two)	<p><b>Essential :</b> Degree in Law from a recognized National / International University.</p> <p><b>Desirable:</b> Master's degree in Corporate / Maritime Law from a recognized National/International University.</p>	<p><b>Essential :</b> 5 years work experience in Legal wing of Corporates.</p> <p><b>Desirable:</b> Experience in Port / Shipping Sector. Practicing experience as an Advocate.</p>	40 years	Rs. 1,20,000
Roles & Responsibilities		<ul style="list-style-type: none"> <li>• Liaise with relevant department to ensure that where legal risks have been identified, appropriate courses of action have been taken.</li> <li>• Continuously monitor compliance with statutory obligations and advise management accordingly.</li> <li>• Review progress of outstanding litigation and liaise with the external lawyers etc.</li> </ul>			



Category: Environment and Safety

Level	Name of Post & No. of positions	Educational Qualification	Experience	Upper age limit	Monthly Remuneration
(1)	(2)	(3)	(4)	(5)	(6)
1.	Chief Manager  01(One)	<p><b>Essential:</b> A Post Graduate Degree in Environmental Science / Environmental Engineering or Environmental law from a recognized National / International University</p> <p><b>Desirable:</b> A Post Graduate Diploma in safety Engineering / Industrial Health.</p>	<p><b>Essential:</b> 10 years work experience Environmental Assessment / Regulations.</p> <p><b>Desirable:</b> Experience in Port/Shipping Sector / Infrastructure/Heavy Engineering.</p> <p>Must have board knowledge in training and direct experience in interpreting and navigating environmental regulations and issues encompassing local, state and federal regulatory requirements and permit processes.</p>	55 years	Rs. 2,00,000
	Roles & Responsibilities	<ul style="list-style-type: none"> <li>• He will provide Strategic vision &amp; plan in the implementation of various initiatives in compliance with domestic environment laws and IMO conventions.</li> <li>• Responsible for managing a team, establishing goals &amp; objectives, managing performance &amp; deliverables and developing &amp; mentoring staff.</li> <li>• Responsible for improving the Port's environment compliance including implementation and management of various environmental and safety plans environmental project permitting, sustainability and environmental policy development and implementation.</li> <li>• Incumbent will also assist in the Management of Port's storm water, waste water and air emission permit compliance.</li> </ul>			



2.	Senior Manager 01 (One)	<p><b>Essential:</b> A Post Graduate Diploma in safety Engineering (or) Equivalent from a recognized National/International University.</p> <p><b>Desirable:</b> A Post Graduate Diploma in safety Engineering Industrial Health.</p>	<p><b>Essential:</b> 7 years of work experience in Industrial / Marine Safety</p> <p><b>Desirable:</b> Experience in Port/Shipping Sector /Infrastructure/Heavy Engineering.</p>	45 years	Rs. 1,60,000
	Roles & Responsibilities	<ul style="list-style-type: none"> <li>• Responsible for leading the effort to create a safe environment for workmen.</li> <li>• Also responsible for coordinating with all Departments to develop the safety manuals and adhere to them.</li> </ul>			



3.	Manager 02(Two)	<p><b>Essential:</b> A Post Graduate Degree in Environmental Science / Environmental Engineering from a recognized National / International University.</p> <p><b>Desirable:</b> Post Graduate Diploma in safety Engineering / Industrial Health.</p>	<p><b>Essential:</b> 5 years work experience in Environmental Assessment / Regulations.</p> <p><b>Desirable:</b> Experience in Port / Shipping Sector / Infrastructure / Heavy Engineering.</p> <p>Must have broad knowledge in training and direct experience in interpreting and navigating environmental regulations and issues encompassing local, state and federal regulatory requirement and permit processes.</p>	40 years	Rs. 1,20,000
Roles & Responsibilities		<ul style="list-style-type: none"> <li>• Develop, implement and manage long term port environmental programs such as the Green Marine program, sustainability plan, air strategies, tenant environment plan and tenant lease management.</li> <li>• Represent the Port in local, state and federal agency meetings.</li> <li>• Assist in the development and updating of the Port's comprehensive scheme of Harbour improvements and strategic plan.</li> <li>• Monitor and conduct regular mock drills to train the employees at different levels for safety.</li> </ul>			



**Category: Business Development & Trade Promotion**

Level	Name of Post & No. of positions	Educational Qualification	Experience	Upper age limit	Monthly Remuneration
(1)	(2)	(3)	(4)	(5)	(6)
1.	Chief Manager  01 (One)	<p><b>Essential:</b> Any recognized Degree with Post Graduate Degree/MBA/equivalent qualification from a recognized National / International University</p> <p><b>Desirable:</b> Professional qualifications from institute of Chartered Ship brokers or institute of Chartered logistics and transport (member, fellow or associate of the institute obtained after passing prescribed examinations. Not honorary membership).</p>	<p><b>Essential:</b> 10 years work experience in the area of Business Development and trade Promotion in a service sector/public sector/private sector entity.</p> <p><b>Desirable:</b> Experience in Port/ Shipping Sector.</p>	55 years	Rs. 2,00,000
	Roles & Responsibilities	<ul style="list-style-type: none"> <li>• He will provide Strategic vision &amp; Plan in the implementation of various Business Development and Trade promotion initiatives of the Port.</li> <li>• Responsible for managing a team, establishing goals &amp; objectives, managing performance &amp; deliverables and developing &amp; mentoring staff.</li> <li>• Responsible for promotion and optimal utilization of the Port properties, facilities and services with existing and potential customers and maximizing the economic benefit to the community and region resulting from the activities of the Port.</li> <li>• Also will focus on any strategic tie ups/long term relationships with customers, Port authorities of similar such entities to foster growth and efficient Port operations.</li> </ul>			



2.	Senior Manager  01 (One)	<p><b>Essential:</b> Any recognized Degree with Post Graduate Degree/MBA/equivalent qualification from a recognized National / International University</p> <p><b>Desirable:</b> Professional qualifications from institute of Chartered Ship brokers or institute of Chartered logistics and transport (member, fellow or associate of the institute obtained after passing prescribed examinations. Not honorary membership).</p>	<p><b>Essential:</b> 7 years work experience in the area of Business Development and trade Promotion in a service sector/public sector/private sector entity.</p> <p><b>Desirable:</b> Experience in Port/ Shipping Sector.</p>	45 years	Rs. 1,60,000
Roles & Responsibilities		<ul style="list-style-type: none"> <li>• Will focus on any strategic tie ups/long term relationships with customers, port authorities or similar such entities to foster growth and efficient port operations.</li> <li>• Will plan, organize and implement direct sales activities with shippers to maximize business development opportunities and attract new cargo and passengers to Port.</li> <li>• Identify, prioritize and participate in key industry trade events, conferences and seminars to support and attraction of business and investment to the Port.</li> </ul>			



3. Manager  02 (Two)	<p><b>Essential:</b> Any recognized Degree with Post Graduate Degree/MBA/equivalent qualification from a recognized National / International University</p> <p><b>Desirable:</b> Professional qualifications from institute of Chartered Ship brokers or institute of Chartered logistics and transport (member, fellow or associate of the institute obtained after passing prescribed examinations. Not honorary membership).</p>	<p><b>Essential:</b> 5 years work experience in the area of Business Development and trade Promotion in a service sector/public sector/private sector entity.</p> <p><b>Desirable:</b> Experience in Port/ Shipping Sector.</p>	40 years	Rs. 1,20,000
Roles & Responsibilities	<ul style="list-style-type: none"> <li>• Develop and maintain and effective promotional program that fosters positive working relationships with current customers and attracts new business to the Port.</li> <li>• Research, plan and execute marketing strategies in support of the achievement of the Port's corporate objectives.</li> </ul>			



## Annexure I

### **Terms & Conditions of Contract Engagement:**

1. Duration - The tenure of contract is for a period of 3 years from the date of joining, which may be extended by another 2 years based on the performance of the candidate/necessity of engagement.

2. Emoluments - The following consolidated monthly amount will be applicable to the appointee:

Chief Manager: Rs.2,00,000/-

Sr. Manager: Rs.1,60,000/-

Manager: Rs.1,20,000/-

(The above amount will be subject to a maximum of 5% annual increment. He/She will not receive any other allowance and/or DA.)

3. He/she will be allowed to avail weekly day off, closed holidays, national holidays & Casual Leave as applicable to regular officers with prior permission of reporting HoD. Failure to report for duty will entail deduction of wages on pro-rata basis.

4. Working days/hours would be on par with regular employee/officer. This includes overstayal beyond normal working hours in case of exigencies.

5. He/She should not leave the headquarters without prior permission.

6. The Port will reserve the right to terminate the contract at any time on the ground of misconduct or otherwise, without any notice.

7. He/She has to give 3 months' advance notice prior to leaving the contract engagement. If he/she leaves without notice, or without acceptance of notice of termination, the amount due, i.e. consolidated pay payable will be forfeited.

8. The engagement is purely on contract basis and will not confer any right to claim regular appointment, etc.

9. He/She cannot claim any right/title/interest at par with the regular employees of the Port on similar or any other post doing similar work or otherwise.

10. He/She will be entitled for medical treatment in the Port hospital to the extent the facilities are available in-house, for self only. No medical claims for treatment in any other hospital/facility will be entertained.

11. He/She may be provided with residential quarters on Port as per availability, upon mutual agreement, and on payment of user charges as applicable to regular employees/officers.

12. The contractual appointment will be subject to verification of antecedents by the Police. If any adverse report is received from the Police, his/her services are liable to be terminated.

13. He/She will not be permitted to take any other assignment during the period of contract with the Port.



14. On official tour outside the headquarter, the entitlement to TA/DA will be as per **Annexure II**.

15. The contractual appointment will be subject to the candidate being found medically fit, as per the requirements of the Port.

16. He/She will maintain absolute integrity and devotion to duty and will be liable for penal action for misconduct or causing loss to Port property attributable to him/her during the period of contractual engagement.

17. He/She will be governed by the Official Secrets Act, 1923, as amended from time to time and will not disclose any information/data available during their engagement to any unauthorized person(s).



**TA entitlement for professional functionaries while on official tour****By Air/Rail**

Economy Class by Air or AC-II by Train

\* Mileage points earned by air travel should not be used for private purpose.

**By Road**

- Places connected by rail- Fare limited to train fare by entitled class.
- Not connected by rail- Taxi /own car/any bus including AC bus
- Rates for Road Mileage

The road mileage may be calculated at the following rates:

For journey performed by own car/ taxi	Rs. 24.00 per km
For journey performed by Auto Rickshaw/Scooters	Rs. 12.00 per km

**Daily Allowance**

Pay Scales (Rs.)	Daily Allowance
Chief Manager	Reimbursement for Hotel accommodation / Guest House upto Rs. 4500 + GST per day, reimbursement of AC taxi fare upto 50 kms per diem for travel within the city and reimbursement of food bills not exceeding Rs. 1000 + GST per day.
Sr. Manager & Manager	Reimbursement for Hotel accommodation/ guest house upto Rs.2250 + GST per day, reimbursement of Non-AC taxi fare upto Rs.338 per diem for travel within the city and reimbursement of food bills not exceeding Rs. 900 + GST per day.

**Reimbursement of Food Charges:**

- There will be no separate reimbursement of food bills. Instead, the lumpsum amount payable as above and, depending on the length of absence from headquarters, will be regulated as per the table given below. Since the concept of reimbursement has been done away with, no vouchers will be required.



Length of absence	Amount payable
If absence from HQ is < 6 hours	30% of lumpsum amount
If absence from HQ is between 6 hours to 12 hours	70% of lumpsum amount
If absence from HQ is > 12 hours	100% of lumpsum amount

Absence from HQ will be reckoned from midnight to midnight and will be calculated on a per day basis.