

**DREDGING CORPORATION OF INDIA LIMITED  
VISAKHAPATNAM**

**ADVERTISEMENT NO. DCI/MD/2020 DATED 9/9/2020**

**MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER (MD & CEO)**

**1. COMPANY PROFILE**

Dredging Corporation of India Limited (DCI) is the premier dredging company in India. Incorporated in 1976, the Company has been providing integrated dredging and related marine 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 majorly owned (73.47%) by a Four Member Consortium of Visakhapatnam Port Trust, Paradip Port Trust, Jawaharlal Nehru Port Trust and Deendayal Port Trust, the Major Ports located on the East and West Coasts of Indian Peninsula.

The Company is listed with both NSE and BSE.

The Company had a turnover of Rs.755 Cr for 2019-20 and has a networth of Rs.1500 Cr. The paid up Share Capital of the Company is Rs.28 Cr.

The Company has its Registered and Corporate Offices at Delhi and Visakhapatnam in Andhra Pradesh respectively. The Company has four Regional offices at Mumbai, Kolkata, Paradip and Kochi and project offices at different project sites.

**2. JOB DESCRIPTION & RESPONSIBILITY:**

The company is looking for dynamic professional for the post of Managing Director who can drive organisation to achieve excellence with sustained growth.

The Managing Director is a Board level position in the Company and is also designated as Chief Executive Officer (CEO) of the company. He shall be reporting to the Board of Directors. He 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. She / he 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, 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 : Indicative Rs. 65 -Rs.70 Lakhs at the minimum of the scale.

5. **DATE OF VACANCY :-** From 01/03/2021

6. **RECEIPT OF APPLICATIONS:**

Start Date for submission Online application is 9<sup>th</sup> September 2020, 9.00 hrs.

Last date for submission of application is 30<sup>th</sup> September 2020, 23.59 hrs

7. **ELIGIBILITY**

7.1. **AGE: On the date of occurrence of vacancy:**

- (i) Minimum - 45 years.
- (ii) Maximum – 57 years and for candidates from private sector- 55 years.

7.2. **QUALIFICATION AND EXPERIENCE:**

- a) Candidate should be a Graduate in Engineering / Science/ Commerce with good academic record from a recognised university /institution and/or possessing 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 added Qualification, and
- b) Should have around 25 years post-qualification experience as on 30<sup>th</sup> September 2020 (last date for submitting of application) holding a comparable or one-level-below position in private sector/ minimum two years experience at the level of E8 if from PSU, preferably related to business of shipping/ Indian Navy/ port sector, and/or Candidates should have independently worked in the position of minimum executive director or equivalent/ senior managerial position such as senior Executive Vice president in private sector/ as an official at the level of Joint secretary or equivalent in the Government. Deputy Chairmen of Major Ports/ Rear Admiral in Indian Navy are eligible.
- c) In the case of internal candidates, those who have put in minimum six years in the rank of GM and above as on the date mentioned in the advertisement are eligible.
- d) In respect of candidates from Private Sector/ Public Sector, the Organisation should be listed on Stock Exchange and having minimum turnover of Rs.500 Cr. per annum in the preceding three years on the date of advertisement.

### **7.3. LEADERSHIP ATTRIBUTES:**

- a) Candidates should have entrepreneurial, organisational, administrative, management and leadership skills;
- b) Candidates should have good understanding of corporate financial management; governance regulations; occupational health, safety and environmental regulations of the relevant industry; corporate social responsibility under companies act;
- c) Industry relevant experience in Shipping / Dredging Sector will be added Advantage;
- d) Candidates should have exposure/ knowledge in strategizing investments and Capex such as acquisitions, divestments, purchase and sale of Vessels etc.;
- e) Candidates should have exposure to diverse business functions such as Human Resources management, Marketing, Operations, Risk mitigation , Project Management;
- f) Candidates should have effective Communication and man management skills;
- g) Knowledge of marine industry operations and in particular dredging operations would be an added advantage.

### **8. DURATION OF APPOINTMENT**

The appointment shall be for a tenure of five years. Performance will be reviewed by the Board at the end of first year of appointment.

The appointment is on direct absorption basis. In case of internal candidates lien on their substantive post will be for a period of eighteen months from the date of his joining as MD.

### **9. DATE OF JOINING**

The selected candidate (other than internal candidate) shall endeavour to join the company one month before the date of vacancy during which period he would be designated as "Special Officer/OSD" with the same pay, perks and allowances as that of Managing Director. He would be designated as Managing Director w.e.f the date of occurrence of the vacancy and his tenure would be counted from this date.

### **10. SUBMISSION OF APPLICATIONS**

- Prospective candidates shall send their applications online.
- Applicant shall submit their application through online along with
  - Write up on the significant contributions made by them during their present/past assignments and their suitability for the post with a future vision for DCI
  - Annual turnover figures for the last five years duly certified by the Statutory Auditors. For Government Servants a certificate from the administrative department that the candidate is holding the post at the level of Joint Secretary and above. PSU executives need not submit the above document.
  - Self attested copies in support of age, qualifications and experience.

- Evidence of listing of the Company on the Stock Exchange in case of in case of candidates applying from Companies.
- Evidence of working at Board level or reporting directly to the Board
- The details of Job handled in the past with details

The selected candidate will have to bring proper relieving/release letter from their parent company at the time of joining.

#### **11. SELECTION**

- The shortlisted candidates may be required to undergo Psychometric Test.
- The selection would be based on interview and recommendations of Search and Selection Committee.

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