KOCHI WATER METRO LIMITED

(A Joint Venture of Government of Kerala & KMRL)
4th Floor, JLN Metro Station, Kaloor, Kochi-682 017

Advt. No: KWML/HR/2026-27/17 **11-11-2026**

Kochi Water Metro Ltd., a state PSU, an integrated Water Transport System that is envisaged with the objective of connecting the mainland with the islands around the Kochi lagoon through Modern Water Transport system. The primary aim is to facilitate improving connectivity of people around and thereby improving their livelihood and standard of living.

Kochi Water Metro Limited invites application for the following:

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Name of the Post	Manager (Assets)
No. of Posts	One(1)
Type &Tenure	Fixed Term Employment, initially for 1 year and extendable further based on performance for 3 years upon completions of each contract year .
Pay & Other Benefits	E2 (20600-46500) (IDA 2007scale) - EPF, Health insurance, Personal accident insurance.
Qualification	**Essential :** Diploma in Engineering in Mechanical/ Electrical/ Electronics **Desirable:** Graduation in Mechanical/ Electrical/ Electronics/ from a recognized university/ Institute.
Experience	Experience in relevant field, including experience at Managerial/Supervisory level in facility management, marine, port, transport or infrastructure sectors. Experience in managing terminals, offices, yards and operational facilities, preferably in a marine/water transport environment. Minimum 8 Years post qualification experience for B Tech and 10 yrs for diploma. Ex-Indian Navy personnel with relevant experience port facility management, vessel management, marine operations/ maintenance and safety, will be given preference.
Job Description and Responsibilities	● Overall responsibility for facility management and upkeep of terminals, offices, yards and other company premises. ● Ensure cleanliness, hygiene, sanitation, safety and availability of passenger/staff amenities. ● Manage and monitor outsourced services including housekeeping, security, pest control, waste management and other facility services. ● Monitor vendor performance, manpower deployment, attendance, SLA/KPI compliance and service quality. ● Coordinate with Engineering/O&M teams for civil, electrical, plumbing, HVAC and other facility maintenance. ● Manage facility-related contracts, procurement, inventory, assets and consumables. ● Conduct periodic inspections, identify deficiencies and ensure timely corrective action. ● Manage facility asset, inventory control, procurement, consumables and maintenance planning. ● Coordinate fire safety, emergency preparedness and statutory/compliance requirements related to facilities. ● Monitor and resolve passenger and staff facility-related complaints. ● Prepare budgets, MIS reports, service reports and proposals relating to Facilities & Services.

	● Ensure cost-effective, efficient and uninterrupted facility services across all locations. ● Supervise,train and guide personnel engaged in Facilities & Services and ensure adherence to company policies and procedures.
Maximum Age Limit(as on 1st November 2026)	40 Years (Age relaxation applicable as per reservation rules)
Selection Process	Written Test and/or Interview
Name of the Post	**Manager (Marine)**
No. of Posts	One(1)
Type &Tenure	Fixed Term Employment, initially for 1 year and extendable further based on performance for 3 years upon completions of each contract year .
Pay & Other Benefits	E2 (20600-46500) (IDA 2007 scale) - EPF, Health insurance, Personal accident insurance.
Qualification	**Essential :** Diploma in Engineering in Mechanical/ Electrical/Electronics /Naval/Marine/Shipbuilding & Architecture **Desirable:** Graduation in Mechanical/ Electrical/ Electronics/Naval Engineering/ Marine Engineering/ Naval Architecture & Shipbuilding from a recognized university/ Institute.
Experience	Experience in the marine operations and refits covering operation/ maintenance/ construction of Boat / Ships /Marine Machinery & Electrical Systems. Minimum 8 Years post qualification experience for Graduate Engineers and 10 yrs for diploma. Ex-Indian Navy personnel with relevant experience port facility management, vessel management, marine operations/ maintenance and safety, will be given preference. “
Job Description and Responsibilities	● Overall responsibility for safe, efficient and reliable marine/vessel operations. ● Plan and monitor vessel deployment, berthing, shifting, docking and other marine activities. ● Ensure vessel readiness, seaworthiness, maintenance and statutory compliance. ● Supervise Zonal Incharge, Boat Masters, crew and marine personnel, including manpower deployment and competency requirements. ● Coordinate and monitor preventive and breakdown maintenance of vessels and marine equipment. ● Ensure compliance with marine safety procedures, SOPs, emergency preparedness and statutory requirements. ● Conduct/coordinate vessel inspections, safety audits, drills and risk assessments.

	• Coordinate with OCC, Terminals, O&M/Engineering teams and statutory/marine authorities. • Monitor marine incidents, defects and breakdowns and ensure timely corrective action. • Maintain vessel records, inspection reports, logbooks, certificates and MIS. • Support procurement, technical specifications, commissioning and acceptance of vessels and marine equipment. • Ensure cost-effective, safe and uninterrupted marine operations and adherence to company policies and procedures.
Maximum Age Limit(as on 1st November 2026)	40 Years (Age relaxation applicable as per reservation rules)
Selection Process	Written Test and/or Interview
Name of the Post	**Manager (Systems)**
No. of Posts	One(1)
Type &Tenure	Fixed Term Employment, initially for 1 year and extendable further based on performance for 3 years upon completions of each contract year .
Pay & Other Benefits	E2 (20600-46500) (IDA 2007 scale) - EPF, Health insurance, Personal accident insurance.
Qualification	**Essential :** Diploma in Computer Science, Information Technology, Electronics & Communication, Electrical & Electronics, or a related engineering discipline from a recognised University/ Institution. Professional certifications in IT infrastructure, networking, cyber security, cloud, database or systems management will be an added advantage. **Desirably:** Graduation /post graduates in Computer Science/IT or equivalent qualification from a recognised University/Institution.
Experience	Experience in OCC/Control Room systems, SCADA, IT/OT systems, communication systems, CCTV, access control, networking and integrated monitoring systems in metro, rail, marine/ water transport or other critical infrastructure will be preferred. Minimum 8 Years post qualification experience for Graduate Engineers and 10 yrs for diploma. Ex-Indian Navy personnel with relevant experience port facility management, vessel management, marine operations/ maintenance and safety, will be given preference.
Job Description and Responsibilities	• Overall responsibility for operation, monitoring and maintenance of OCC systems and technology infrastructure. • Manage and monitor SCADA, vessel/terminal monitoring, communication, CCTV, PA/PIS, access control, networking and other integrated systems. • Ensure 24×7 availability, reliability and performance of OCC and operational technology systems.

	• Coordinate with OCC, Marine, Terminals, O&M, IT and Engineering teams for seamless system integration and operations. • Monitor system alarms, faults, downtime and incidents and ensure timely corrective action. • Manage servers, network infrastructure, databases, applications, data connectivity and system backups. • Ensure cybersecurity, access control, data protection and system security in coordination with IT/security teams. • Plan and monitor preventive maintenance, AMC/CMC, upgrades and system health checks. • Manage system vendors/service providers, including SLA/KPI monitoring and technical performance. • Maintain system documentation, configuration records, asset registers, incident reports and MIS. • Support integration, testing, commissioning and acceptance of new OCC, vessel and terminal systems. • Develop and maintain SOPs, contingency plans, disaster recovery and business continuity arrangements for critical systems. • Ensure training and technical support to OCC and operational personnel. • Identify opportunities for automation, digitisation and technology improvements to enhance safety, reliability and operational efficiency. • Ensure compliance with company policies, applicable technical standards, safety requirements and statutory/regulatory provisions.
Maximum Age Limit (as on 1st November 2026)	40 Years (Age relaxation applicable as per reservation rules)
Selection Process	Written Test and/or Interview

Name of the Post	**Junior Officer (Finance)**
Total no. of Posts	One (1) Number
Type &Tenure	Fixed Term Employment, initially for 1 year and extendable further based on performance for 3 years upon completions of each contract year .
Qualification	M Com **or** Graduation with CA/ CMA Intermediate
Experience	Experience Minimum 3 years post qualification exp in Public Sector Undertakings or in large and reputed Private Companies.

Job Description & Responsibilities (Indicative & Not Exhaustive)	● Maintenance of books of accounts, ledgers, vouchers and financial records. ● Scrutiny and processing of bills, invoices, payments and receipts. ● Bank reconciliation and monitoring of receivables, payables and advances. ● Assistance in payroll accounting and statutory compliance, including GST, TDS and other applicable taxes. ● Preparation of budget statements, expenditure reports and financial MIS. ● Verification and processing of vendor and contractor bills. ● Assistance in finalization of accounts ,internal, statutory and government audits and compliance with audit observations. ● Updating financial transactions in accounting/ERP software and maintaining records. ● Any other duties as may be assigned by the management from time to time.
Pay&Other Benefits	Rs.10750-29000 (IDA scale) - EPF, Health insurance, Personal accident insurance
Maximum Age Limit (as on 1st November 2026)	35 Years (Age relaxation applicable as per reservation rules)
Selection Process	Interview
Name of the Post	**Junior Officer (Procurement)**
Total no. of Posts	One (1) Number
Type &Tenure	Fixed Term Employment, initially for 1 year and extendable further based on performance for 3 years upon completions of each contract year .
Qualification	B.E./ B. Tech/ B.Sc. (Engg.) in any branch of Engineering / MBA in Logistics / Supply Chain Management from a recognized university/ Institute.
Experience	Minimum 3 years experience in tendering/procurement and/or contract management in Public Sector Undertakings or in large and reputed Private Companies (minimum annual turnover of Rs.75 crores).
Job Description & Responsibilities (Indicative & Not Exhaustive)	● Assist in procurement activities from local and global market. ● Handle procurement processes through Government e-Market (GeM) portal and CPP Portal of NIC, E-Tender Management etc. ● Prepare and draft procurement enquiries and tender documents, proposals and requests for quotations. ● Coordinate and participate in pre-bid and pre-proposal conferences ● Assist in the coordination of technical and commercial bid evaluations and provide support to evaluation committees.. ● Search and source potential suppliers and vendors. ● Knowledge of SAP Material management module ● Any other duties as may be assigned by the management from time to time.
Pay&Other Benefits	Rs.10750-29000 (IDA scale) - EPF, Health insurance, Personal accident insurance

Maximum Age Limit(as on 1st November 2026)	35 Years (Age relaxation applicable as per reservation rules)
Selection Process	Interview
Name of the Post	**Junior Officer (HR)**
Total no. of Posts	One (1) Number
Type &Tenure	Fixed Term Employment, initially for 1 year and extendable further based on performance for 3 years upon completions of each contract year .
Qualification	Post graduate degree / PG Diploma in Management with specialization in HR/ Personnel Management/ Industrial Relations/ Labour Management / Organizational Development/ etc., from recognized Institutes / Universities.
Experience	Minimum 3 years post qualification experience in various aspects of HR / Personnel Management / Industrial Relations/Labour Management/Organizational Development in Public Sector Undertakings or in large and reputed Private Companies (minimum annual turnover of Rs. 75 crores).
Job Description & Responsibilities (Indicative & Not Exhaustive)	● Recruitment ● Induction and Orientation, Training & Development, ● Time management and leave management ● Implementation of Compensation, Transfer, performance appraisal, Promotion, Interns, Short Term Consultants, Grievance Redressal and Exit. ● Implementation of HR Policies & Manuals. ● Employees Empowerment, Employee Engagement, Employee Retention ● Activities related to HR operations ● Administrative Support: Provision of adequate Human Resource, Office utilities, Logistics arrangements, Facilities maintenance, Vendor Management, Contract Management ● Any other duties as may be assigned by the management from time to time.
Pay&Other Benefits	Rs.10750-29000 (IDA scale) - EPF, Health insurance, Personal accident insurance
Maximum Age Limit (as on 1st November 2026)	35 Years (Age relaxation applicable as per reservation rules)
Selection Process	Interview
Name of the Post	**Fitter (FRP)**
Total no. of Posts	One
Type &Tenure	Fixed Term Employment, initially for 1 year and extendable further based on performance for 3 years upon completions of each contract year .
Pay Scale	8700-21100 (IDA scale) - EPF, Health insurance, Personal accident insurance
Qualification	Essential: ITI/ITC (2year) in Fitter
Experience	Minimum 3 years post qualification experience in the area of FRP related works in relevant field including Shipyard / Engineering company/ Government/ semi government Establishment.

Job Description and Responsibilities	Moulding / repair /maintenance of FRP super structures of boats
Maximum Age Limit(as on 1st November 2026)	45 Years (Age Relaxation applicable as per reservation rules)
Selection Process	Written Test/ Proficiency Test/ Practical Test/ Interview

General Conditions: -

1. Applicants are advised to make sure that they are meeting the eligibility requirements (age, qualification, experience and medical condition) as per the notification for the post before submitting applications.

2. The posts advertised are on Fixed Term Employment basis, initially for a period of one year and extendable further based only on performance at the sole discretion of Management.

3. Only shortlisted candidates will be notified for written test and/or Interview, which will be communicated through email only. Kochi Water Metro Ltd reserves the right to shortlist the candidates.

4. Merely fulfilling the minimum qualifications and experience will not confer on any candidates the right to be shortlisted.

5. Applicants employed in Govt./Quasi Govt./ PSUs shall produce a “No Objection Certificate” from their employer at the time of interview.

6. The number of vacancies shown above is tentative and may undergo change. The number of vacancies indicated in the notification includes both existing and anticipated vacancies. However, appointments shall be made only based on the operational requirements of the organization.

7. The organization does not undertake to fill all the notified vacancies immediately or during the validity period of the selection process. The actual number of appointments may vary depending on operational needs, administrative considerations, and other relevant factors. Inclusion of a candidate in the selection list shall not confer any right to appointment, and appointments will be made as and when required by the organization.

8. Reservation and relaxations will be as per Govt Rules subject on production of requisite valid certificates.

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

10. Kochi Water Metro Ltd reserves the right to cancel or amend this notification without assigning any reasons whatsoever.

11. Kochi Water Metro Ltd reserves the right to fill or not to fill any or all the posts at its sole discretion.

12. Incomplete and delayed applications are liable to be rejected.

13. KWML reserves the right to call for any additional documentary evidence from candidates in support of educational qualification / other notified eligibility requirements as indicated in their application, and information / replies to such queries should be only through the e-mail. However, KWML 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.

14. No correspondence, whatsoever, will be entertained from any candidates regarding the recruitment process.

15. Applications of candidates attempting to influence or interfere with the selection process will be rejected summarily and he/she will be declared disqualified for future vacancies in Kochi Water Metro Ltd.

16. Rank lists shall be published for the post 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 up to 3 years or unless a fresh notification for the same post is issued.

17. Candidature of a candidate is liable to be rejected at any stage of the recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or not in conformity with the eligibility criteria stated in the notification.

18. Any corrigendum/ addendum to this advertisement will be displayed only on the Kochi Metro Rail Ltd /Kochi Water Metro Ltd website. Applicants are requested to visit the website from time to time for all updates.

19. No TA/DA will be paid by Kochi Water Metro to the candidates for attending Interview.

How to apply: -

- Applicants should read the instructions in the website thoroughly before applying.
- Application form may be filled online by selecting the link in KWML / KMRL website.
- Self-attested copies of the supporting documents should be uploaded, failing which the application will be treated as incomplete.
- Applications forwarded through any other means including fax or e-mail will not be entertained.
- The last date for submission of on-line application is **02 Dec 2026.**
- For any clarifications, please write to reni.mathew@kwml.co.in .

Sd/-
Manager (HR)