INDIAN PORTS ASSOCIATION

Advertisement No. PHRD/220/IPA IT VERTICAL RECRUITMENT/2026 **Dated: 13.11.2026**

VACANCY CIRCULAR

Indian Ports Association invites applications for the following positions in the IT Division on Contractual basis.

Designation	Tentative Annual CTC	No. of Positions	Place of Posting
Joint Director (IT)	₹21,78,000	01	Mumbai
Dy. Director (IT)	₹15,97,200	03	New Delhi /Mumbai
Sr. Asst. Director (IT)	₹13,06,800	03	New Delhi /Mumbai
Asst. Director (IT)	₹10,16,400	04	New Delhi / Mumbai
Mode of Recruitment	Direct Recruitment through open competitive examination and interview		
Tenure	**Fixed Term Employment Contract (03 Years), extendable for further period subject to requirement and satisfactory performance**		
Last Date for Online Application	**16.12.2026**		
Crucial date for eligibility	**16.12.2026**		

ABOUT THE ORGANISATION:

Indian Ports Association (IPA) is an apex body of Major Ports of India, established in 1966 under Societies Registration Act, functioning besides the Ministry of Ports, Shipping and Waterways. IPA facilitates the growth and development of ports through initiation of coherent and coordinated approach for port development and capacity enhancement, focusing on efficiency improvement through technology upgradation and port connectivity enhancement.

ABOUT THE IT DIVISION:

The Information Technology (IT) Division of the IPA spearheads the digital transformation of India's Major Ports through the development, implementation, integration, and management of strategic maritime IT initiatives. Key initiatives include the Maritime Single Window (MSW) – Sagar Setu, a national-level maritime regulatory platform supporting the One Nation One Port Process (ONOP) framework; Bharat Port Operating Systems (Bharat POS); the Enterprise Business System (EBS), encompassing end-to-end Enterprise Resource Planning (ERP); port digitalisation and system integration; comprehensive cybersecurity and information security management; the Bharat Maritime Information System (BMIS) for performance monitoring, data analytics, and informed decision-making; and the Sagarmanthan portal for accountability through Real-Time Monitoring and Reporting. The Division also supports coastal cargo digitalisation, IT infrastructure and operations, and capacity building across the port ecosystem. To ensure effective implementation, seamless integration, secure operations, and sustainable management of these initiatives, IPA proposes to strengthen the IT Division's technical and functional capabilities in alignment with its strategic objectives and the broader digital transformation agenda of the Indian maritime sector.

MODE OF APPLICATION:

Prospective candidates will have to apply online through the link provided in the Indian Ports Association website only. No other mode of application will be accepted. Candidates shall carefully read the detailed advertisement regarding the process of examination, eligibility criteria, online registration processes, payment of prescribed application fee/ intimation charges, pattern of examination, issuance of admit cards/call letters etc. and ensure that they fulfill the stipulated criteria and follow the prescribed processes.

Please note the Important Dates:

Activity	Date
Online Registration & Fee Payment – Start date	25.11.2026 (tentative)
Online Registration & Fee Payment – Closing date	16.12.2026 (tentative)

Candidates are advised to regularly keep in touch with **"Job Openings/Careers"** section of Indian Ports Association website**https://www.ipa.org.in/** for further details and updates.

NOTE: The eligibility of applicants will be determined based on their self-declaration in the online application, without initial verification of supporting documents. Candidates must ensure they provide accurate and complete information in their application. If at any stage of the recruitment process it is discovered that a candidate does not meet the eligibility criteria, has provided incorrect/false information, or has withheld material facts, their candidature will be immediately disqualified. Furthermore, if such discrepancies are discovered after appointment, the organization reserves the right to terminate their services.

ELIGIBILITY CRITERIA:

No	Designation	Upper Age limit	Essential Qualifications	Essential Experience
1	**Joint Director (IT)**	**50 years**	**Essential:** Full-time B.E./B.Tech. in Computer Science Engineering, Information Technology, Artificial Intelligence (AI), AI and Machine Learning (ML), Data Science, Electronics and Communication Engineering, Electronics Engineering or Full-time MCA from a recognised University/Institution with at least 60% aggregate marks or an equivalent CGPA/grade in the respective qualifying degree. **Desirable:** M.E./M.Tech. in Computer Science, AI, Data Science or IT; MBA in IT, Systems Management or Business Analytics; or recognised professional certifications in cybersecurity (CISSP, CISM, CISA, ISO/IEC 27001), IT Service Management (ITIL), Enterprise Architecture (TOGAF), AI/ML, Cloud Computing, Data Analytics or IT Governance.	**Essential: Minimum 12 years of post-qualification professional experience in IT**, involving at least 5 years of experience in one or more of the following areas: (i) implementation, operation or management of enterprise-scale IT applications, ERP systems, digital platforms or integrated information systems; and/or (ii) leadership of IT projects/programmes involving system integration, vendor and contract management, and multi-stakeholder coordination. **Desirable**: Demonstrated experience in taking at least three IT projects to production deployment/go-live; experience in leading or managing large-scale digital transformation, enterprise IT, cybersecurity, AI/ML, Digital Twin, data analytics or system integration initiatives, preferably in ports, maritime, multimodal logistics, transport sectors or large public digital platforms.

No	Designation	Upper Age limit	Essential Qualifications	Essential Experience
2	**Dy. Director (IT)**	**40 years**	**Essential:** Full-time B.E./B.Tech. in Computer Science Engineering, Information Technology, Artificial Intelligence (AI), AI and Machine Learning (ML), Data Science, Electronics and Communication Engineering, Electronics Engineering or Full-time MCA from a recognised University/Institution with at least 60% aggregate marks or an equivalent CGPA/grade in the respective qualifying degree. **Desirable:** M.E./M.Tech. in Computer Science, AI, Data Science or IT; MBA in IT, Systems Management or Business Analytics; or recognised certifications in Cybersecurity, IT Service Management (ITIL), Enterprise Architecture (TOGAF), AI/ML, Cloud Computing, Data Analytics or IT Governance.	**Essential**: **Minimum 6 years of post-qualification professional experience in IT**, involving at least 2 years' experience in one or more of the following areas: (i) software application development, system implementation, IT project management; or (ii) deployment of digital technology solutions. **Desirable**: Demonstrable involvement in at least **two** completed IT implementation projects covering development, testing, deployment, system integration or allied activities; Experience in enterprise applications, ERP, Port Operating Systems, cybersecurity, MSW–Sagar Setu, AI/ML, Digital Twin, IoT, predictive analytics, cloud platforms or data integration, preferably in Government, ports, maritime, logistics or infrastructure sectors.

No	Designation	Upper Age limit	Essential Qualifications	Essential Experience
3	**Sr. Asst. Director (IT)**	**35 years**	**Essential:** Full-time B.E./B.Tech. in Computer Science Engineering, Information Technology, Artificial Intelligence (AI), AI and Machine Learning (ML), Data Science, Electronics and Communication Engineering, Electronics Engineering or Full-time MCA from a recognised University/Institution with at least 60% aggregate marks or an equivalent CGPA/grade in the respective qualifying degree. **Desirable:** M.E./M.Tech. in Computer Science, AI, Data Science or IT; MBA in IT, Systems Management or Business Analytics; or relevant certifications in software development, databases, cybersecurity, cloud computing, data analytics, networking or project management.	**Essential**: **Minimum 4 years of post-qualification professional experience in IT**, involving at least 1 year of experience in one or more of the following areas: development, implementation, integration, testing or maintenance of enterprise applications, database-driven systems, ERP platforms, cargo/logistics applications or Government digital platforms; or database management using SQL-based relational databases or REST API development/integration, application development and testing, digital platform implementation and technical support. **Desirable**: Experience in Port Operating Systems (POS), Terminal Operating Systems (TOS), cargo management, coastal shipping, freight management, data integration or maritime logistics platforms.

No	Designation	Upper Age limit	Essential Qualifications	Essential Experience
4	**Asst. Director (IT)**	**30 years**	**Essential:** Full-time B.E./B.Tech. in Computer Science Engineering, Information Technology, Artificial Intelligence (AI), AI and Machine Learning (ML), Data Science, Electronics and Communication Engineering, Electronics Engineering or Full-time MCA from a recognised University/Institution with at least 60% aggregate marks or an equivalent CGPA/grade in the respective qualifying degree. **Desirable:** Certifications in networking, cybersecurity, cloud computing, IT infrastructure or application development, such as CCNA, CompTIA Security+, CEH, Microsoft Azure Fundamentals or AWS Certified Cloud Practitioner.	**No prior professional experience required**. Fresh graduates are eligible to apply. **Desirable**: Academic projects, internships or practical training in software development, AI/ML, data analytics, databases, networking, Linux/Windows administration, cybersecurity, cloud services, IT infrastructure or application support.

REMUNERATION PACKAGE:

Consolidated remuneration per month: Base salary plus flexible allowances.

House Rent Allowance: Leased accommodation as per IPA's policy or HRA at the rate of 30% of the monthly base salary may be provided over and above the consolidated remuneration.

Performance Linked Increment: Up to 10% increase in Base Salary and proportionate enhancement in allowances, based on annual performance review.

Provident Fund / Severance Fund: Matching contribution @ 12% of Base Salary as opted by the candidate (included in Annual CTC).

Medical Benefits: As per Medical Policy of IPA.

Computer / Laptop, Mobile including recharge & Internet Facility: For official works as per IPA's Contractual Employment policy.

The approximate monthly Cost to Company (CTC) for each position shall be as below:

Designation	Base Salary (p.m.)	Flexible Allowance (p.m.)	Monthly Consolidated remuneration	HRA @ 30% of Base (p.m.)	PF @ 12% of Base (p.m.)	Approx monthly CTC
Joint Director (IT)	₹75000	₹75000	₹ 150000	₹ 22500	₹9000	**₹ 181500**
Dy. Director (IT)	₹55000	₹ 55000	₹ 1,10000	₹ 16500	₹ 6600	**₹ 133100**
Sr. Asst. Director (IT)	₹45000	₹ 45000	₹ 90 000	₹ 13500	₹5400	**₹ 108900**
Asst. Director (IT)	₹35000	₹ 35000	₹ 70,000	₹ 10500	₹ 4200	**₹ 84700**

SERVICE CONDITIONS:

The Service Conditions of the contractual employee shall be governed by The Indian Ports Association Contract Employment Policy, 2025 as amended from time to time.

DETAILED INSTRUCTIONS:

1. **Selection Procedure**

   Candidates must take an online test as detailed in this advertisement. Candidates will be shortlisted for a subsequent round of Interview based on their merit in the online test in a 1:3 ratio (vacancies to candidates).

   The weightage for the online test and interview for arriving at the final score for the shortlisted candidates shall be 85% and 15% respectively

   The Management will select candidates for the positions based on their overall performance in this Computer Based Test and interview.

All candidates must possess valid mark sheets and certificates proving their qualifications as of the closing date of this advertisement. Prior to Interview/joining, all selected candidates must submit original documents for verification to IPA as specified in this advertisement. It is important to note that failure to provide the required original documents will result in immediate disqualification from the recruitment process. Additionally, if the submitted documents do not meet the specified eligibility criteria, the candidate's application will not be considered further. Candidates are therefore advised to ensure that all their documents are authentic and comply with the prescribed requirements before the verification process.

The Indian Ports Association reserves the right to modify the selection procedure if necessary.

2. Structure of On-line examination

(i) Examination for the post of Asst. Director (IT):

There shall be a separate examination for the post of Asst. Director (IT). The exam pattern shall be as detailed below:

Sl. No.	Commuter Based Test (Objective type)	Maximum Marks	Number of questions	Duration
1	Technical questions in Specialization	50	50	120 Minutes.
2	Test of Reasoning	15	15	
3	Quantitative Aptitude	15	15	
4	General Awareness	10	10	
5	English Language	10	10	
Total Marks in objective test		**100**	**100**	

(ii) Examination for the posts of Sr. Asst. Director (IT), Dy. Director (IT) & Jt. Director (IT):

There shall be a common examination for selection to the higher level posts of Sr. Asst. Director (IT), Dy. Director (IT) & Jt. Director (IT). The candidates possessing prescribed qualification and experience can apply for either or all of these posts. However, candidates intending to apply for multiple posts shall make separate applications for each post, provided they fulfill the essential qualifying criteria prescribed for the respective post(s). Selection will be based on merit, subject to verification of requisite experience & qualification. The exam pattern for the common exam for the three posts shall be as below:

Sl. No.	Commuter Based Test (Objective type)	Maximum Marks	Number of questions	Duration
1	Technical questions in Specialization	75	75	120 Minutes.
2	Test of Reasoning	15	15	
3	English Language	10	10	
Total Marks in objective test		**100**	**100**	

The online tests will be conducted in English. Each incorrect answer will carry a negative marking of $1/4^{th}$ marks allotted to that question. The Indian Ports Association retains the right to modify the examination structure as needed. To qualify for shortlisting, candidates must achieve minimum overall marks of 40%.

The Indian Ports Association reserves the right to adjust these qualifying cut-off marks and limit the number of candidates as deemed necessary.

In case of a tie between candidates, the tie will be broken according to the following criteria:

(i) The candidate scoring higher marks in the technical section of the question paper will be given preference.

(ii) If there's still a tie after considering the technical section scores, the candidate with the higher date of birth (i.e., the older candidate) will be given preference.

3. Application processing Fee

Candidates must pay Application processing fees of Rs 400/- per application, online during the designated application period.

Candidates intending to apply for multiple posts as per the eligibility criteria must make separate applications for each post.

Follow the online payment instructions provided on the Application Portal. Candidates are responsible for any additional bank transaction or payment gateway charges and Taxes. Fees once paid are non-refundable and non-transferable to other examinations or selections.

4. Examination Centre for Online Test

(i) The online examination for the post of Asst. Director (IT) will be conducted at venues in New Delhi, Mumbai, Kolkata, Chennai, Bangalore, Hyderabad, Pune, Guwahati, Indore & Ahmedabad as specified in the admit cards.

(ii) The common online examination for the posts of Sr. Asst. Director (IT), Dy. Director (IT) & Jt. Director (IT) will be conducted at venues in Mumbai, Delhi, Hyderabad and Kolkata.

(iii) Requests to change the post(s), examination centre, venue, date, or session will not be accepted. IPA reserves the right to cancel or add any examination centre and assign candidates to any centre.

5. Dates of online examination

The dates of online examination(s) will be intimated around 21 days before the examination. Candidates will not be permitted to appear for the online examination without the following documents

(i) Valid Call Letter / Admit Card for the specific date and session of the examination

(ii) Original photo-identity proof (as specified below)

(iii) Photocopy of the photo-identity proof

Acceptable photo IDs (name must match Admit Card exactly):

- Aadhaar card / e-Aadhaar card
- PAN Card
- EPIC / e-EPIC
- Passport
- Permanent Driving License.
- Any valid Photo Identity Card issued by Central /State Government.

The invigilator will verify the candidate's identity against the Admit Card, Attendance List, and submitted documents. Candidates with doubtful identity will not be permitted to take the examination.

6. List of Documents to be produced at the time of Document Verification / Interview.

Candidates must submit the following original documents and self-attested photocopies at the time of document verification/interview:

(i) Document Verification/Interview Call Letter
(ii) Valid system-generated printout of online application form and e-receipt
(iii) Proof of Date of Birth (Municipal-issued Birth Certificate or SSLC/Std. X Certificate with DOB)
(iv) Photo Identity Proof as specified in the "IDENTITY VERIFICATION" section of the advertisement.
(v) Mark-sheets and certificates of educational qualifications and relevant eligibility documents for the specific post.
(vi) Proofs of experience indicating the nature of work and experience as per the essential experience criteria, duly certified by the employer.
(vii) For government/quasi-government/Public Sector Undertaking employees: "No Objection Certificate" from the employer.

Important Notes

(i) Failure to submit these documents may result in the candidate being barred from the document verification/interview and further participation in the recruitment process.
(ii) Biometric data may be collected before the examination/Document Verification or at a later stage
(iii) No changes to application data will be permitted after completing the online application registration process.
(iv) Candidates must produce original documents and a self-attested photocopy supporting their identity and eligibility as indicated in their online application form.

7. GENERAL INSTRUCTIONS:

(i) The crucial date for determining eligibility criteria, experience, and age limit shall be the last date to apply online.
(ii) Candidates shall be required to undergo an online examination process and interview for selection to the advertised posts.
(iii) IPA reserves the right to cancel / restrict / modify the recruitment process, if needed, without issuing any further notice or assigning any reason thereof.

(iv) Mere fulfilment of eligibility criteria will not confer any right to be called for examination or interview. IPA reserves the right to shortlist candidates for interview as deemed proper.

(v) Where the University/Institution follows a CGPA or grading system, the equivalent percentage of marks shall be determined in accordance with the official conversion formula prescribed by that University/Institution. Candidates shall furnish documentary proof of such equivalence at the time of verification.

(vi) IPA reserves the right to allot weightage scores for Desirable experience/qualification in the interview for final selection.

(vii) Desirable qualifications shall not be mandatory for determining eligibility. The relevance of desirable qualifications to the duties and responsibilities of the post may be assessed by the Selection Committee during the interview, within the approved interview evaluation framework. No candidate shall be declared ineligible solely for not possessing a desirable qualification

(viii) Candidates from Private Sector should furnish copy of Form 16 / pay certificate for the period of experience claimed, along with appraisal reports, at the time of document verification/interview/joining.

(ix) Experience shall be supported by employer-issued certificates indicating designation, period of employment and nature of duties. Project-specific experience must be substantiated through employer certification or other verifiable records.

(x) Academic/teaching/internship experience shall not be counted as part of essential experience.

(xi) Candidate has to submit willingness for the post at the time of interview. If selected, the candidate must join within one month of issue of the appointment letter.

(xii) IPA reserves the right to change the designations of the posts proposed to suit the requirements of the nature of job/posting.

(xiii) Any form of canvassing will lead to disqualification of candidature.

(xiv) Any dispute with regard to this recruitment process will be subject to the courts / tribunals having jurisdiction over Delhi.

(xv) The selected candidates will be stationed at the respective offices of IPA (Mumbai / New Delhi as specified) and will work closely with Major Port Authorities, regulatory agencies, and technology partners.

Executive Director

Indian Ports Association