

# Centre of Excellence- Empanelment of Emerging Talent and Aspiring Professionals

## 1. Introduction

The Indian Ports Association (IPA) invites applications from Emerging Talent and Aspiring Professionals for empanelment for its **Centre of Excellence (CoE)**. This empanelment will provide major ports, IPA, Ministry of Ports, Shipping and Waterways (MoPSW), and its affiliated entities, with qualified resource(s) for technical and strategic projects, ensuring smooth process and timely availability of quality resources.

## 2. Eligibility

Applicants must meet the following criteria:

- **Age:** Below 35 years of age in the year of application.
- **Minimum Qualification:** Graduate degree or equivalent in the relevant field.
- **Experience:** Demonstrated and documented expertise/interest or education in chosen area(s) of specialization.

## 3. Key Terms of Empanelment and Application Process

- Engagement shall not exceed six months in any financial year.
- Inclusion in the panel is at the sole discretion of IPA and its Executive Committee, based on expertise/interest or education shared by the applicant.
- Terms of engagement will follow IPA Governing Body guidelines.
- There are 15 broad areas, each with 5 sub-categories. Ports may engage any empanelled resource person in any area.
- Applicants may apply for multiple areas and sub-categories in a single application.
- Application can be filled through this link- <https://coeipa.org.in/admin/register>
- Deadline for this application process is- 31.07.2026
- Submission of the application implies agreement to the selection process and remuneration structure.

## 4. Areas of Empanelment

<b>(i) Projects</b>
1. <b>Feasibility &amp; Strategic Planning</b> <i>Project planning, feasibility studies, and capacity expansion road-mapping.</i>

2. <b>Design, Engineering &amp; Construction Quality</b> <i>Detailed engineering, design management, construction supervision, and QA/QC.</i>
3. <b>Procurement, Contracting &amp; Commissioning</b> <i>Procurement, contract management, equipment procurement, and commissioning.</i>
4. <b>Risk, Stakeholder &amp; Regulatory Clearances</b> <i>Risk assessment, mitigation planning, stakeholder coordination, and approvals.</i>
5. <b>Monitoring, Reporting &amp; Performance Audits</b> <i>Project monitoring, M&amp;E, and post-project performance audits.</i>
<b>(ii) Environment, Coastal Management &amp; Green Ports</b>
1. <b>Environmental Assessment, Compliance &amp; Monitoring</b> <i>EIA, compliance, and air/noise/water quality monitoring.</i>
2. <b>Coastal &amp; Marine Ecosystems Management</b> <i>Coastal zone management, erosion control, marine ecology &amp; biodiversity, dredging &amp; sediment.</i>
3. <b>Pollution &amp; Waste Management</b> <i>Waste management, pollution control, and mitigation programs.</i>
4. <b>Low-Carbon &amp; Renewable Energy Programs</b> <i>Solar, wind, tidal integration; carbon footprint and emission reduction.</i>
5. <b>Climate Resilience &amp; Green Port Certification</b> <i>Adaptation strategies, sustainability reporting, and green port certifications.</i>
<b>(iii) Finance, Taxation &amp; Investment</b>
1. <b>Financial Planning, Accounting &amp; Reporting</b> <i>Budgeting, accounting, and statutory/management reporting.</i>
2. <b>Tariffs, Pricing &amp; Revenue Optimization</b> <i>Port tariff structures, pricing strategy, and revenue maximization.</i>
3. <b>Investment Promotion, Modelling &amp; PPP</b> <i>Investment outreach, financial modelling, PPP structuring.</i>
4. <b>Grants, Funding &amp; Regulatory Compliance</b> <i>National/international grants, funding, taxation, customs compliance.</i>
5. <b>Risk, Audit &amp; Economic Impact</b> <i>Financial risk management, audits, cost-benefit and economic impact analysis.</i>
<b>(iv) Information Technology</b>
1. <b>Core Port Platforms &amp; Systems Integration</b> <i>PCS, ERP, system integration, and cloud solutions.</i>
2. <b>IT Infrastructure, Cybersecurity &amp; Data Protection</b> <i>Networks, infrastructure resilience, cybersecurity, and data privacy.</i>
3. <b>Analytics, BI &amp; AI-Driven Operations</b> <i>Data analytics, BI dashboards, AI/ML and predictive maintenance.</i>
4. <b>Smart Port, IoT, Digital Twin &amp; GIS</b> <i>Automation, IoT integration, digital twin, GIS mapping.</i>
5. <b>User Enablement, Training &amp; Support</b> <i>Helpdesk, user training, and adoption enablement.</i>
<b>(v) Navigational Audit</b>
1. <b>Hydrography, Bathymetry &amp; Draft Optimization</b> <i>Hydrographic surveys, seabed analysis, UKC and draft studies.</i>
2. <b>Channel, Berth &amp; Navigational Safety Audits</b> <i>Physical navigation safety audits and hazard identification.</i>
3. <b>Vessel Traffic Services (VTS) Evaluation</b> <i>VTS systems performance and optimization.</i>

4. <b>Aids to Navigation, Pilotage &amp; Towage Review</b> <i>AtoN assessment and maintenance; pilotage, tug &amp; towage review.</i>
5. <b>Port Safety Management Systems Compliance</b> <i>Safety management systems review and compliance benchmarking.</i>
<b>(vi) Estate &amp; Town Planning</b>
1. <b>Master Planning, Land Use &amp; Zoning</b> <i>Port land use planning and urban/industrial zoning integration.</i>
2. <b>Lease, Valuation &amp; Asset Management</b> <i>Property/lease administration, valuation, asset registers and monitoring.</i>
3. <b>GIS-Enabled Spatial Planning &amp; Analytics</b> <i>Spatial planning using GIS and geospatial analysis.</i>
4. <b>Access Corridors, Utilities &amp; Smart Infrastructure</b> <i>Transport access, power/water/wastewater utilities, smart township development.</i>
5. <b>Environmental &amp; Social Impact Integration</b> <i>ESIA integration, mitigation frameworks, and monitoring systems.</i>
<b>(vii) Legal</b>
1. <b>Maritime Legislation, Rule-Making &amp; Regulatory Compliance</b> <i>Drafting rules/regulations, statutory compliance for ports.</i>
2. <b>Contracts, Licensing, Concessions &amp; PPP Legal</b> <i>Contract reviews, licensing, concessions, PPP and concession oversight.</i>
3. <b>Dispute Resolution, Arbitration &amp; Legal Due Diligence</b> <i>Litigation strategy, ADR, transaction/legal due diligence.</i>
4. <b>Environmental, Safety, Labour &amp; Industrial Law</b> <i>Compliance across environment, safety, labour/industrial relations.</i>
5. <b>IP &amp; Technology Agreements with Statutory Oversight</b> <i>IP protection, tech licensing, and regulatory advisory.</i>
<b>(viii) Disaster Management</b>
1. <b>Risk Assessment, Hazard Mapping &amp; Compliance</b> <i>Hazard identification, risk mapping, NDMA guideline compliance.</i>
2. <b>Emergency Response, Rescue &amp; Crisis Coordination</b> <i>Incident command, emergency plans, communication protocols.</i>
3. <b>Fire, Explosion, Oil Spill &amp; Pollution Preparedness</b> <i>Prevention systems and marine pollution/oil spill response readiness.</i>
4. <b>Training, Drills &amp; Equipment Readiness</b> <i>Capacity building, drills management, equipment maintenance.</i>
5. <b>Post-Disaster Assessment, Recovery &amp; Rehabilitation</b> <i>Damage assessment, recovery planning, rehabilitation.</i>
<b>(ix) Business Development</b>
1. <b>Market Intelligence, Strategy &amp; Growth Forecasting</b> <i>Competitive benchmarking and growth planning.</i>
2. <b>Port Marketing, Digital Outreach &amp; Trade Promotion</b> <i>Branding, campaigns, digital marketing, trade facilitation.</i>
3. <b>Cargo &amp; Route Development with Hinterland Logistics</b> <i>New cargo/corridor development and hinterland connectivity.</i>
4. <b>Stakeholder &amp; Customer Relationship Management</b> <i>CRM, key account management, stakeholder forums.</i>
5. <b>Partnerships, Investor Relations &amp; Value-Added Services</b> <i>Partnership building, IR, warehousing/cold-chain/services.</i>

<b>(x) Human Resources &amp; Welfare</b>
1. <b>Learning, Development &amp; Career Pathways</b> <i>Employee training, capability building, career development.</i>
2. <b>Performance Management &amp; Incentive Systems</b> <i>Evaluation frameworks, KPIs, rewards and recognition.</i>
3. <b>Industrial Relations, Health, Safety &amp; Welfare</b> <i>Union management, OHS programs, welfare facilities.</i>
4. <b>DEI, Engagement &amp; Retention</b> <i>Diversity, equity &amp; inclusion, engagement initiatives, retention.</i>
5. <b>HR Technology &amp; Analytics (HRIS)</b> <i>HR systems, data, and workforce analytics.</i>
<b>(xi) Capacity Building</b>
1. <b>Competency Frameworks &amp; Training Needs Analysis</b> <i>Skill mapping, TNA and role-based competency matrices.</i>
2. <b>Curriculum, Certification &amp; Accreditation</b> <i>Technical/managerial curricula, certifications and accreditation.</i>
3. <b>Simulation Facilities, Mentorship &amp; Leadership</b> <i>Simulators, on-site facilities, mentorship and leadership tracks.</i>
4. <b>Research, Knowledge Management, Digital Learning &amp; International Collaboration</b> <i>Publications, repositories, LMS/e-modules, exchanges and partnerships.</i>
5. <b>Program Monitoring, Evaluation &amp; Impact</b> <i>Outcome measurement, dashboards, audit of training effectiveness.</i>
<b>(xii) NDT &amp; SDT (Non-Destructive &amp; Semi-Destructive Testing)</b>
1. <b>Structural Integrity &amp; Material Health</b> <i>Global structural assessment, fatigue and crack detection.</i>
2. <b>Ultrasonic, Radiographic, Magnetic &amp; Weld Inspection</b> <i>Advanced NDT methods, weld inspection and certification.</i>
3. <b>Corrosion Mapping, Thickness &amp; Concrete Diagnostics</b> <i>Corrosion profiling, thickness measurement, rebar scanning.</i>
4. <b>Load Testing, Calibration &amp; Equipment Health Monitoring</b> <i>Proof/load tests, calibration, online condition monitoring.</i>
5. <b>Testing Standards, Accreditation &amp; Quality Assurance</b> <i>Standards compliance, lab accreditation and QA/QC.</i>
<b>(xiii) Independent Engineers</b>
1. <b>Design &amp; Drawing Review with Codes &amp; Standards Compliance</b> <i>Design/drawing vetting, adherence to engineering codes/standards.</i>
2. <b>Construction Supervision, Quality &amp; Materials Verification</b> <i>Site supervision, QA/QC, materials testing verification.</i>
3. <b>Safety, Environmental &amp; Contractual Performance Audits</b> <i>Safety/environmental checks and performance vs. contract obligations.</i>
4. <b>Progress Monitoring, Cost &amp; Schedule Validation</b> <i>Milestones, progress validation, independent cost/schedule analysis.</i>
5. <b>As-Built Documentation &amp; Completion Certification</b> <i>As-built records, final certifications and completion reporting.</i>
<b>(xiv) Transaction Advisors</b>
1. <b>Project Structuring, Strategy &amp; Policy Advisory</b> <i>End-to-end transaction structuring and policy/regulatory alignment.</i>

2. <b>Financial Modelling, Valuation &amp; Feasibility</b> <i>Model build, valuation, sensitivity and bankability analysis.</i>
3. <b>Bid Management &amp; Tender Documentation</b> <i>Process design, bid docs, procurement support and evaluation.</i>
4. <b>Comprehensive Due Diligence (Technical, Financial, Legal)</b> <i>Multi-disciplinary diligence and risk identification.</i>
5. <b>PPP &amp; BOT/BOOT Concession Advisory</b> <i>PPP frameworks, concession design and risk allocation.</i>
<b>(xv) Cruise Development</b>
1. <b>Baseline &amp; Opportunity Assessment</b> <i>Traffic, policy, connectivity, land, environment, tourism, infrastructure.</i>
2. <b>Tourism &amp; Hospitality Ecosystem with Gap Analysis</b> <i>Hotels, amenities, excursions, ancillary infrastructure.</i>
3. <b>Market Potential, Itinerary &amp; Circuit Development</b> <i>Global/India trends, demand estimation, circuit prioritization.</i>
4. <b>Infrastructure Planning &amp; Conceptual Design</b> <i>Terminals, jetties, utilities, marine works, layout and scale.</i>
5. <b>Financial Viability, Business Model &amp; Action Plan</b> <i>Costs, revenues, funding models and governance roadmap.</i>

## 5. Emoluments

Empanelment does not guarantee any immediate engagement or payment. Inclusion in the panel simply makes the applicant eligible for consideration by major ports, IPA, the Ministry of Ports, Shipping and Waterways (MoPSW), or its affiliated entities on an as-and-when-required basis. Payment will only be made at the consolidated rates specified below, and only for the duration of actual engagement for specific tasks under the approved areas and sub-categories. No TA/DA or any other allowances will be provided.

Level	Consolidated Daily Emoluments (Rs.)	Consolidated Monthly Emoluments (Rs.)
5-7 years of domain experience with Postgraduation	6,000	1,20,000
5-7 years of domain experience with Graduation	5,000	1,00,000
3-5 years of domain experience with Postgraduation	4,500	90,000
3-5 years of domain experience with Graduation	3,500	70,000
0-3 years of domain experience with Postgraduation	3,000	60,000
0-3 years of domain experience with Graduation	2,500	50,000

## 6. Contact

For any question, concerns or queries, kindly contact the following-

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# Indian Ports Association

HGN/NHMC/427/CoEYP/2026

Date: 10.06.2026

## CORRIGENDUM – I

### Modification in Eligibility Criteria

With reference to the Notice for “**Centre of Excellence (CoE) – Empanelment of Emerging Talent and Aspiring Professionals**”,

The following provision under **Clause 2: Eligibility** shall be read as under:

Existing Provision	Revised Provision
Age: Below 35 years of age in the year of application.	Age: Below 45 years of age in the year of application.

All other terms and conditions of the Notice shall remain unchanged.

PREMA KUMAR  
JANARDHANA  
N PILLAI

Digitally signed by  
PREMA KUMAR  
JANARDHANAN PILLAI  
Date: 2026.06.10  
10:44:40 +05'30'

(Prem Kumar J. Pillai)  
Head Officer (Procurement & Project)