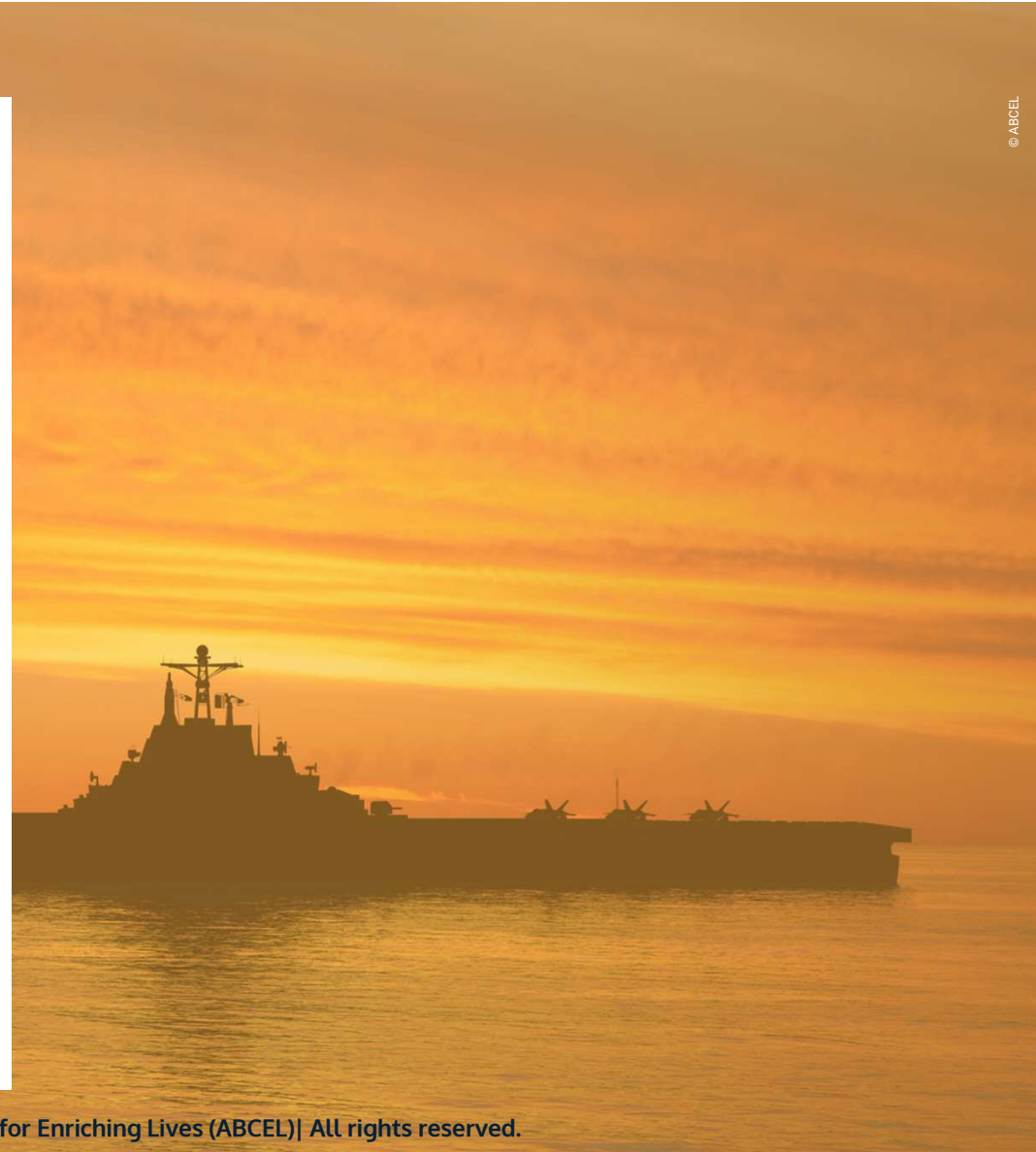




Deck to Desk: A Playbook for Transitioning from the Indian Navy to Corporate Leadership

Unlocking the Corporate Potential
of Naval Veterans

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What's the common thread among these roles?

- ❖ ***Director of Human Resources:***
Driving innovation in workforce solutions for the technology sector.
- ❖ ***General Manager, Business Development:***
Pioneering growth strategies in the manufacturing industry.
- ❖ ***Leadership & Mindset Coach:***
Empowering individuals and teams to achieve excellence in consulting.
- ❖ ***Senior Project Manager:***
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- ❖ ***Entrepreneur & Innovator:***
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- ❖ ***Strategic Planner:***
Navigating critical decisions in defense manufacturing.
- ❖ ***Supply Chain & Logistics Manager:***
Streamlining operations in the fast-paced e-commerce sector.
- ❖ ***Policy Consultant:***
Driving impactful change through expertise in public administration.

***These roles span industries and demand diverse skill sets—but why are they all here?
What connects them?***



What's the common thread among these roles?

Armed Forces Veterans currently hold these roles across various industries.

Breaking stereotypes, these veterans have transitioned seamlessly from service to success, demonstrating the incredible adaptability and value they bring to corporate and entrepreneurial worlds.

Ready to explore how veterans can redefine corporate success? Let's dive in.

Veterans aren't limited by roles or industries. They bring a wealth of skills that redefine leadership, resilience, and strategic thinking. This playbook is your guide to understanding how the exceptional capabilities of naval veterans can drive value across industries.

In the following sections, we'll explore the transferable skills veterans bring, practical role mappings, and actionable strategies for successful integration into the workforce.

1. About this Playbook

This playbook bridges the gap between military and corporate worlds, providing insights on hiring and integrating naval veterans. It equips organizations with tools for role mapping, skill translation, and recruitment. This section introduces the playbook's purpose, methodology, and key contributors.

About This Playbook

This Playbook, **Deck to Desk : A Playbook for Transitioning from the Indian Navy to Corporate Leadership** equips organisations with **actionable insights** to unlock the vast potential of naval veterans. It bridges the gap between military and corporate worlds by highlighting **veterans' unmatched leadership, technical expertise, and resilience.**

This playbook has been created as a **collaborative effort** between the **Aditya Birla Centre for Enriching Lives (ABCEL) and Wisdom Circle**, with inputs from **veteran professionals, industry experts, and HR leaders.** The insights within this manual are drawn from in-depth research, industry consultations, and real-world success stories of **veterans who have successfully transitioned into corporate roles.**

Through **structured role mapping, skill translation, and practical hiring recommendations**, this playbook provides HR professionals, staffing firms, and corporate leaders with the necessary tools to effectively integrate naval veterans into their workforce.

With this playbook, unlock a highly skilled, disciplined, and adaptive talent pool to drive organisational excellence.

This journey begins by understanding why naval veterans stand out and how their training equips them to excel in roles across diverse industries.

References & Expert Inputs

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- ✦ **Cdr. Achal Sharma** – Country Head, General Atomics (Ex-Indian Navy)
- ✦ **Capt. VJ Mattam** – Training Command, Indian Navy
- ✦ **Suman K.K** – Senior Manager, Apollo Aerospace

2. Introduction

Naval veterans bring exceptional leadership and technical expertise. This section highlights their value and provides an overview of the Indian Navy's operational framework.

Introduction:

Why This Playbook Matters

Every year, thousands of highly skilled professionals transition from the Indian Navy, bringing with them unmatched expertise and dedication. Yet, many organisations remain unaware of the immense value they can offer to the corporate world.

India takes immense pride in its armed forces, yet the potential of its veterans in the corporate world remains underutilised. Naval veterans, honed in high-stakes environments, possess unique skills in leadership, precision, and adaptability.

Despite this, misconceptions about their adaptability and an unclear understanding of their skillsets can act as barriers. This Playbook addresses these challenges, equipping hiring managers with the tools to identify, recruit, and integrate this exceptional talent pool into their organisations.

To understand the unique capabilities naval veterans bring, it's important to explore the operational framework of the Indian Navy and the rigorous training that shapes these professionals.

Introduction:

India's Navy Operations

The Indian Navy is a well-balanced and cohesive three-dimensional force, capable of operating above on, and under the surface of the oceans, efficiently safeguarding our national interests.

The Chief of the Naval Staff (CNS) exercises operational and administrative control of the Indian Navy from the Integrated Headquarters of the Ministry of Defence (Navy). He is assisted by the Vice Chief of the Naval Staff (VCNS) and three other Principal Staff Officers, namely the Deputy Chief of the Naval Staff (DCNS), the Chief of Personnel (COP), and the Chief of Material (COM).

The Western and the Eastern Naval Commands are 'Operational Commands', and exercise control over operations in the Arabian Sea and the Bay of Bengal respectively. The Southern Command is the Training Command.



Three Naval Commands in India

3. Core Competency of Cadres and Ranks

The Indian Navy's rank structure defines leadership, operational, and technical expertise. This section maps naval ranks to corporate roles, showcasing how their skills translate into business leadership.

Core Competency of Cadres and Ranks

The Indian Navy has a structured rank hierarchy, which can be broadly categorised into commissioned officers, junior commissioned officers (JCOs), and noncommissioned officers (NCOs). Each rank has specific core competencies and responsibilities.

Commissioned Officers

- ❖ **Admiral:** The highest rank, held by the Chief of Naval Staff. Responsibilities include strategic command and high-level policy formulation.
- ❖ **Vice Admiral:** Senior operational leaders responsible for major naval commands and military headquarters.

- ❖ **Rear Admiral:** Oversee large segments of the fleet, manage major units, and serve in high-level staff positions.
- ❖ **Commodore:** Command small flotillas or groups of ships and serve in senior staff roles.
- ❖ **Captain:** Command individual ships or shore-based installations, and serve as senior staff officers.
- ❖ **Commander:** Typically commands a frigate or a submarine, or serve as executive officer on larger ships.
- ❖ **Lieutenant Commander:** Serves as department head on larger ships or commands smaller vessels.
- ❖ **Lieutenant:** Junior officers who manage smaller teams or departments.

- ❖ **Sub-Lieutenant:** Recently commissioned officers undergoing further training and responsible for basic operational duties.
- ❖ **Midshipman:** Cadets in training before they become Sub-Lieutenants

These ranks and their corresponding roles ensure the effective functioning and leadership within the Indian Navy, from strategic command to operational management and technical expertise.

Core Competency of Cadres and Ranks

This table provides a clear breakdown of naval positions, their corporate equivalents, and the key skills each role brings.

Rank	Core Competencies	Corporate Equivalent	Corporate Competencies
Admiral	Strategic leadership, decision-making	CEO/Chairman	Strategic vision, corporate governance, decision making
Vice Admiral	Operational command, strategic planning	COO/Executive VP	Operational management, strategic planning
Rear Admiral	Fleet operations management, training	Senior VP/Division Head	Departmental leadership, training, and development
Commodore	Senior/Strategic and Tactical leadership	VP/Senior Director	Senior level management, operational logistics
Captain	Ship command, personnel management	Director/General Manager	Team leadership, personnel management
Commander	Leadership, navigation, administration	Deputy General Manager/ Assistant General Manager	Team management, administrative duties
Lieutenant Commander	Mid-level leadership, technical proficiency	Regional Manager /Senior Manager	management, technical expertise
Lieutenant	Operational expertise, team leadership	Manager	Team leadership, operational execution
Sub Lieutenant	Foundational skills, basic leadership	Deputy/ Assistant Manager	Entry-level management, foundational skills

4. Skill sets and Qualifications of Naval Officers

Naval officers undergo rigorous training across diverse fields, making them highly skilled leaders and problem solvers. This section details their qualifications and training.

Skill Sets and Qualifications of Naval Officers:

Core Values and Skill Sets



The Naval Veterans are trained in multiple diversified fields during their induction, training, and service career. Right from Hire to Retire they work in these fields with the crux of a Zero Error Ever.

Officers from the Indian Navy develop core military values that shape their professional and personal conduct. Their ability to lead teams in high-pressure environments, maintain discipline while adapting to dynamic situations, and make critical decisions under uncertainty makes them exceptional assets in any organisation. With an ingrained commitment to integrity, loyalty, and strong work ethics, naval officers uphold the highest professional standards. Their problem-solving mindset, resilience in high-stress scenarios, and capability to innovate enable them to thrive across industries. These values, combined with visionary thinking and operational expertise, position naval veterans as highly effective corporate leaders.

Skill Sets and Qualifications of Naval Officers:

Core Values and Skill Sets

A career in the Indian Navy offers a unique blend of challenges, adventure, and fulfillment. It provides opportunities to serve the nation while exploring the vastness of the oceans. Personnel in the Indian Navy are trained in advanced technology and are involved in various operations, from defense to humanitarian missions. The Navy also offers a structured career path with numerous opportunities for professional growth and advancement.

Five different classifications come under a Navy officer rank.

4.1 Executive

4.2 Engineering

4.3 Electrical

4.4 Education

4.5 Medical

Naval officers undergo specialised training across various branches, equipping them with expertise in leadership, technical operations, and strategic planning. **The following section provides an overview of each branch,** detailing its roles, qualifications, training pathways, work environments, and opportunities for further education and career advancement.

Skill Sets and Qualifications of Naval Officers: **Executive Branch**

4.1.1 Surface Warfare

4.1.2 Hydro

4.1.3 Pilot

4.1.4 Naval Air Operations Officer

4.1.5 Logistics

4.1.6 Naval Armament Inspection Officers

4.1.7 Information Technology

4.1.8 Air Traffic Control

4.1.9 Law

4.1.10 Sports

4.1.11 Musician

4.1.1 Executive - Surface Warfare

As an Executive (Surface Warfare) Officer, they would be at the helm of affairs in ships. Executive officers are leaders of men, strategists of modern warfare, and ambassadors of our country when in foreign waters. Modern warships are highly evolved fighting machines needing capable and decisive leaders to operate them. A glorious career would see many high points and chief among them would be Command at sea.

Qualification & Requirement:

BE/B.Tech (Any discipline)

Training & Advancement:

Candidates selected will undergo 44 weeks of Naval Orientation Course at the Naval Academy, Ezhimala followed by professional training at various Naval Training Establishment /Units/Ships.

Work Environment:

As an Executive Officer, they will be a vital part of the complex system that manages the ship and also uses the ship as an instrument of tactical warfare. They will learn to have a good understanding of their ship's capabilities and limitations and be able to turn them to their advantage when face-to-face with the enemy. It is for this reason that an Executive Officer alone can aspire for the command of a naval warship. The Executive officers gets opportunities to participate in all facets of naval operations onboard a warship. They are trained in specialisations such as Anti-Submarine Warfare, Navigation, Communications, Gunnery, and Diving. With consistent performance, one could become a Commanding Officer of an Aircraft Carrier, Destroyer, Guided Missile Frigate, and Conventional/Nuclear Submarine.

Educational Opportunities:

General Service (Executive) Officers undergo a range of specialist courses including Anti-Submarine Warfare, Naval Communication, Gunnery, Navigation & Direction, Marine Commando, NBCD, Diving, Meteorology, and Oceanography. Specialist schools in Kochi constantly update their knowledge and sharpen their skills for greater responsibilities. (Subject to their performance)

4.1.2 Executive - Hydro

A Hydrographer shall venture into areas where no seafarers have ventured before. Charting coral reefs, pristine waters, atolls, and ports they shall do it all. They shall fly, dive, and sail into national and international uncharted waters and will have the satisfaction of seeing their efforts culminate into a navigational chart in which mariners place immense trust and derive boundless confidence. The qualification they gain as a Hydrographer will have international recognition.

Qualification & Requirement:

BE/B. Tech in any discipline from AICTE recognised institute/university with a minimum 60% marks

Training & Advancement:

Candidates selected will undergo 44 weeks of Naval Orientation Course at the Indian Naval Academy, Ezhimala followed by professional training at various Naval Training Establishment /Units/Ships.

Work Environment:

The Hydrographic Officer operates from highly sophisticated platforms to conduct surveys at sea. They not only operate in territorial waters of India, but on the high seas, depending upon the requirement. Surveys are also carried out in foreign waters, as and when called upon by friendly foreign nations. The Hydrographic Officers are also involved in producing navigation charts that are of international standards and are used by mariners across the world. Hydrographic Officers can be posted at various Command and Area HQs. They can also be positioned as Instructors at Hydrography School at Goa.

Educational Opportunities:

Later in their career, officers are nominated for specialisation courses in Hydrography at the National Hydrography School, Goa.(Subject to their performance)

4.1.3 Executive - Pilot

For those with an aspiration to fly in the skies over the challenging environment of the sea, the Navy needs Pilots for its Naval Air Arm. Naval aircraft search, locate, and attack enemy ships, submarines, and aircraft whilst providing a defensive cover to assets at sea.

Qualification & Requirement:

- BE/B.Tech in any discipline from AICTE recognised institute/university with a minimum 60% marks
- The candidates must have 60% aggregate marks in class X & XII and
- Minimum 60% marks in English in class X or XII Holding valid and current CPL issued by DGCA, India (not mandatory).

Training & Advancement:

Pilot candidates will undergo 22 weeks of Naval Orientation Course at the Indian Naval Academy, Ezhimala, followed by Stage I and Stage II flying training at the Air Force Academy/Naval Establishment /Indira Gandhi Rashtriya Udaan Academy (IGRUA). On successful completion of training, the candidates will be awarded the coveted 'Wings'.

Work Environment:

Naval Pilots operate fighter aircraft and helicopters from aircraft carriers and ships at sea as well as maritime reconnaissance aircraft from ashore.

Educational Opportunities:

Meritorious officers are also selected for the Qualified Flying Instructor Course. (Subject to their performance)

4.1.4 Executive - Naval Air Operation Officer

For those with a yearning for the skies, the Navy needs Naval Air Operations Officers (NAOO) who act as airborne coordinators of maritime warfare. NAO officers operate various state-of-the-art equipment including sonics, radars, sonars, and communication equipment. The NAO officer gets an opportunity to participate in all facets of naval operations onboard the eyes of the Fleet: the maritime patrol aircraft or ship-borne multi-role helicopters. They would also be responsible for firing weapons, as and when the need arises.

Qualification & Requirement:

- BE/B. Tech in any discipline from AICTE recognised institute/university with a minimum 60% marks
- The candidates must have 60% aggregate marks in classes X & XII and
- Minimum 60% marks in English in class X or XII

Training & Advancement:

Naval Air Operations Officer (NAOO) candidates will undergo 22 weeks of Naval Orientation course at the INA, Ezhimala, followed by training at NAOO School. On successful completion of training at NAOO School, the candidates will be awarded the prestigious NAOO Wings.

Work Environment:

As an airborne tactician, they will fly onboard helicopters or fixed-wing aircraft of the Indian Navy. They will get an opportunity to participate in all facets of Naval Operations on board Maritime Patrol aircraft and state-of-the-art helicopters.

Educational Opportunities:

Later in their careers, officers are nominated for in-service specialisation courses including the Qualified Navigation Instructor Course. (Subject to their performance)

4.1.5 Executive - Logistics

The Logistics Officer is involved in planning, forecasting and execution of the budget and inventory management of spare parts and other items required for day-to-day running of ships. They are also entrusted with meeting the food and clothing requirements of the personnel of the Indian Navy, which plays a crucial role in maintaining their morale. They are trained by the Navy in the field of Inventory Management, Finance, Supply Chain Management and Information Technology. They would also be responsible for the management of Integrated Supply chain activities, using cutting-edge technologies and suitable managerial skills. It is a challenging job where their contribution is crucial for the achievement of mission objectives and at the same time provides them with enough scope for personal growth and advancement.

Qualification & Requirement:

- BE/B.Tech in any discipline with First class or
- MBA with First class or
- B.Sc/B.Com/B.Sc(IT) with First class along with PG Diploma in Finance/Logistics/Supply Chain Management/Material Management or
- MCA/M.Sc(IT) with First class

Training & Advancement:

Candidates will be inducted as officers in the rank of Sub Lieutenant and undergo a Naval Orientation Course at the Indian Naval Academy, Ezhimala, Kerala followed by professional training at various Naval Training Establishment /Units/Ships.

Work Environment:

They will be responsible for the smooth supply of stores to all naval ships/units. Officers with Works Specialisation would get a wide exposure in Civil Work and Infrastructure-related appointments.

Educational Opportunities:

Later in their career, the officers are nominated for higher studies like an MBA in material management. (Subject to their performance)

4.1.6 Executive - NAIC

Naval Armament Inspection (NAI) Officers are the specialist officers responsible for Inspection & Quality Assurance (QA), in-house R&D, life extension, and life assessment to ensure safety, serviceability, and functional reliability of Armaments in the inventory of Indian Navy.

Training & Advancement:

Candidates selected will undergo 44 weeks Naval Orientation Course at the Indian Naval Academy, Ezhimala followed by professional training at various Naval Training Establishment /Units/Ships.

Work Environment:

As a Naval Armament Inspection officer, they will be responsible for inspection of the armament supplied to the Navy by various agencies. They will also be responsible for in-house Research & Development, leading to indigenisation and will have to ensure the quality, safety and reliability of Naval Armament and Stores procured by the Navy. NAI officers also provide QA coverage during production/ acceptance at various Ordnance factories, PSUs, Private Industry and at foreign OEM premises. The NAI officers associate with various DRDO labs during the development phase of various armament stores.

Qualification & Requirement:

- BE/B. Tech from AICTE recognised university/ institute with minimum 60% marks. Minimum 60% aggregate marks in class X & XII and minimum 60% marks in English in class X OR XII BE/B Tech could include any of under mentioned streams/disciplines:-
- Mechanical/ Mechanical Engineering with Automation
- Electrical/Electrical & Electronics/ Electronics/ Microelectronics/ Instrumentation/ Electronics & Communications/ Electronics & Telecommunication/ Instrumentation & Control/Control Engineering/ Electronics & Instrumentation Engg/ Applied Electronics & Instrumentation Engg.
- Production/ Industrial Production/Industrial Engineering
- Information Technology/Computer Science/Computer Engg/Computer Application
- Metallurgy/ Metallurgical/ Chemical/ Material Science
- Aerospace/ Aeronautical Engineering OR Post Graduate degree in Electronics / Physics.

Educational Opportunities:

Later in their career, officers are nominated for higher studies like M Tech programs at IITs/ DIAT (DU) based on merit and availability. (Subject to their performance)

4.1.7 Executive - Information Technology

Indian Navy provides excellent career opportunities in the field of IT. Personnel gain hands-on experience in operations, maintenance, and administration of state-of-the-art networks, IT infrastructure, and advanced IT/InfoSec applications. They are exposed to handling niche technology and R&D functions as part of the standard growth profile. Naval IT setup is unique since it involves not only shore-based establishments but also afloat units, which are required to maintain connectivity and synchronised operations. The charter of duties of IT officer includes the following:-

- ❖ Implementation of enterprise-wide networking and software development projects.
- ❖ Management of critical naval networks and software applications.
- ❖ Administration of ashore and afloat networks.
- ❖ Development activities with respect to cyber security products
- ❖ Administration of cyber security incident response and cyber forensics.

Training & Advancement:

Candidates will be inducted as officers in the rank of Sub Lieutenant and undergo Naval Orientation Course at the Indian naval Academy, Ezhimala, Kerala followed by professional training at various Naval Training Establishment /Units/Ships.

Qualification & Requirement:

ME/ B.Tech/ M.Sc/ M.Tech from a recognised university in any one of the following streams:-

Computer Science | Computer Science & Engineering | Computer Engineering | Information Technology | Software Systems | Cyber Security | System Administration & Networking | Computer Systems & Networking | Data Analytics | Artificial Intelligence), OR MCA with BCA/ B.Sc (Computer Science / Information Technology

Work Environment:

On completion of training, officers would be posted onboard in ships and Establishment for carrying out IT duties.

Educational Opportunities:

Later in the career, IT officers are nominated for various specialisation courses. (Subject to their performance)

4.1.8 Executive - ATC

The Indian Navy operates various types of modern aircraft from ashore as well as from ships. Air Traffic Control Officers in the Indian Navy control naval fighter aircraft, maritime reconnaissance aircraft and multi-role helicopters both ashore and afloat. In no other career, does an officer get exposed to such a wide spectrum of opportunities to keep abreast of modern and latest developments in the field of Air Traffic Control. Life in the Navy is full of challenges and adventures. The Navy provides some of the finest training facilities, which will turn them into a skilled professional, mentally agile, and physically fit officer.

Qualification & Requirement:

- BE/B.Tech in any discipline from AICTE recognised institute/university with a minimum 60% marks
- The candidates must have 60% aggregate marks in classes X & XII and
- Minimum 60% marks in English in class X or XII

Training & Advancement:

Candidates will be inducted as officers in the rank of Sub Lieutenant and undergo a Naval Orientation Course at the Indian Naval Academy, Ezhimala, Kerala followed by professional training at various Naval Training Establishment /Units/Ships.

Work Environment:

The Indian Navy operates various types of modern aircraft from shore-based airfields as well as from ships. Air Traffic Control Officers in the Indian Navy control naval fighter aircraft, maritime reconnaissance aircraft, and multi-role helicopters both ashore and afloat.

Educational Opportunities:

Later in their career, officers are nominated for in-service specialisation courses. (Subject to their performance)

4.1.9 Executive - Law

The Judge Advocate General (JAG) Department is the legal arm of the Indian Naval Service. A Judge Advocate is appointed under Section 168 of the Navy Act, 1957 and is deemed to be a Judicial Officer. The primary role of a JAG officer is to deliver independent, operationally focused, solution-oriented legal advice and services across the full spectrum of naval law towards supporting naval operations and a sound naval administration. The JAG Department is the cornerstone of the law of the Indian Navy, professionally contributing to a disciplined force, with targeted legal solutions in the performance of legal and judicial duties. The JAG Department thus, plays a very crucial role by effectively discharging its responsibilities in administering and supervising the naval justice system, which is inextricably linked to maintaining good order and discipline and promotes confidence in the Naval justice system.

Qualification & Requirement:

Candidates should possess degree in Law qualifying them for enrolment as advocates under the Advocates Act, 1961

Training & Advancement:

Candidates will be inducted as officers in the rank of Sub Lieutenant and undergo Naval Orientation Course at the Indian Naval Academy, Ezhimala, Kerala followed by professional training at various Naval Training Establishment /Units/Ships.

Work Environment:

Primary duty of the officer in the Dept. Of JAG(Navy) is to attend Courts Martial as Trial Judge Advocate wherein he decides all questions of law arising in the course of trial. An officer in this Department is expected to render advice and assistance to ships/establishments/units of the Indian Navy in dealing with disciplinary matters, monitoring court cases and also in pursuing litigation in the various courts at various levels. The duties of a legal officer include providing advice on various segments of diverse laws, such as Naval Law, Rules, Regulations and Orders of the Navy, International Maritime Law, Salvage, Piracy, Contract Law, Criminal and civil Law, Personal Law and others.

Educational Opportunities:

Later in the career, the officers are nominated for undergoing courses at IML Kamptee, Nagpur and also at various other prestigious Law Schools. (Subject to their performance)

4.1.10 Executive - Sports

As a Sports entry officer, they will serve as Physical Training Officers at various establishments and secretary/Assistant Secretaries at INSCB/INSCs where they would have to look after various facets of sports management. Sports Officers serve at Command Headquarters/Establishments. They will nurture and train some of the finest sportsmen of the Navy for national/international competitions.

Training:

Candidates will be inducted as officers in the rank of Sub Lieutenant and undergo Naval Orientation Course at the Indian naval Academy, Ezhimala, Kerala followed by professional training at various Naval Training Establishment /Units/Ships.

Qualification & Requirement:

Regular Post Graduate Degree OR BE/B Tech degree in any field. Candidates with diploma in Sports Coaching from National Instt of Sports and M.Sc in Sports (Coaching) will be given priority for shortlisting.

SPORTS QUALIFICATION (EXCEPT YACHTING/ WINDSURFING)

A candidate should have participated in Sr level National Championships/Games in the following disciplines:-

(i) Athletics (ii) Cross Country (iii) Triathlon (iv) Badminton (v) Tennis (vi) Squash (vii) Football (viii) Handball (ix) Hockey (x) Basketball (xi) Volleyball (xii) Cricket (xiii) Swimming (xiv) Diving (xv) Water Polo (xvi) Kabaddi (xvii) Boxing

SPORTS QUALIFICATION (YACHTING/ WINDSURFING)

Must have at least one of the following qualifications:-

- Should have participated in Sr National Championship conducted by YAI and secured a minimum of 5th position in an Olympic class.
- Should have attained a position amongst the top 50% of the fleet in a class of boat/windsurf completed at the ISAF Youth Sailing World Championship.
- Should have represented India at the Asian Games or ISAF Youth Sailing World Championships and secured a medal in Youth/Olympic Classes.

4.1.11 Executive - Musician

The Indian Navy Band is one of the best bands in Asia. The Naval Musicians, known as unofficial ambassadors of the country, are trained in using the finest instruments. As a Musician Officer, they will be responsible for conducting the acclaimed Naval Band at ceremonies and symphonic band concerts in India/abroad.

Educational Qualification:

A bachelor's Degree from a recognised university (relaxed to Higher Secondary for applicants having exceptional professional ability in music)

Professional Qualification:

Ability to play competently at least one military band musical instrument, in addition to the Piano-Forte. Should possess one of the following Diplomas or equivalent:- LRAM/ARCM/ATCL

Preferable:

Experience as a Conductor of an Orchestra/Band or as a Teacher of Music. (Subject to thier performance)

Training:

Candidates will be inducted as officers in the rank of Sub Lieutenant and undergo a Naval Orientation Course at the Indian Naval Academy, Ezhimala, Kerala followed by professional training at various Naval Training Establishment /Units/Ships.

Skill Sets and Qualifications of Naval Officers: Engineering Branch

4.2.1 General Service

4.2.2 Naval Constructor



4.2.1 Engineering - General Service

The Indian Navy is a technology-driven force with its ships, submarines and aircraft fitted with cutting-edge equipment. As an Engineer Officer, they will get an opportunity to operate and maintain the Marine Engineering equipment onboard ships/submarines/aircrafts. In addition, huge opportunities exist to work in Repair Yards and Maintenance Units to provide third and fourth lines of maintenance. Engineer officers also get a chance to work in Design and Production organisations to contribute to indigenous ship-building. In no other career, does an engineer get exposed to such a wide spectrum of job profiles. As an Engineer Officer, they would also get ample opportunities to undergo technical courses/Post Graduation in India and abroad.

Educational Qualification:

The candidates must possess at least 60% marks in BE/B Tech Degree from a recognised university in one of the following streams:-

Marine | Mechanical | Aeronautical | Production | Metallurgy | Control |
Mechanical Engineering with Automation | Any other allied discipline

Training & Advancement:

Candidates will be inducted as officers in the rank of Sub Lieutenant and undergo Naval Orientation Course at the Indian Naval Academy, Ezhimala, Kerala followed by professional training at various Naval Training Establishment /Units/Ships.

Work Environment:

As an Engineer Officer, they will get an opportunity to operate and maintain the Marine Engineering equipment onboard ships/submarines/aircrafts. In addition, huge opportunities exist to work in Repair Yards and Maintenance Units to provide third and fourth line of maintenance. Engineer officers also get a chance to work in Design and Production organisations to contribute to indigenous ship-building.

Educational Opportunities:

They would also be afforded an opportunity to pursue higher studies viz. M Tech in premier training institutions of India like IIT, NIT and even institutions abroad. (Subject to their performance).

4.2.2 Engineering - Naval Constructor

Naval Architects specialise in warship and submarine construction. A Naval Architect is involved in design, quality control, repair and construction of Naval vessels. In no other career, an Architecture Officer get exposed to such wide developments. The Naval Constructor Cadre offers excellent opportunities to keep abreast of advancements in shipbuilding technology.

Educational Qualification:

The candidates must possess at least 60% marks in BE/B. Tech Degree from a recognised university in any one of the following streams:-

Mechanical | Mechanical with Automation | Civil | Aeronautical | Aero Space | Metallurgy | Naval Architecture | Ocean Engineering | Marine Engineering | Ship Technology | Ship Building | Ship Design

Training & Advancement:

Candidates will be inducted as officers in the rank of Sub Lieutenant and undergo a Naval Orientation Course at the Indian Naval Academy, Ezhimala, Kerala followed by professional training at various Naval Training Establishment /Units/Ships.

Work Environment:

As an officer in the Naval Architect Cadre, their assigned duties would encompass a wide spectrum, including the design of warships and submarines, overseeing construction at various shipyards, platform trials at sea, appointment onboard warships as well as refit and operational support for ships and submarines, including dry docking. Also, there is an enriching exposure to current and future technologies.

Educational Opportunities:

Meritorious officers are also selected for M Tech and other courses at reputed institutions, including IITs. (Subject to their performance)

Skill Sets and Qualifications of Naval Officers: **Electrical Branch**

4.3.1 General Service



4.3.1 Electrical - General Service

As an Electrical Officer, they will have the singular responsibility of maintaining the combat readiness of sophisticated Missile Systems, underwater systems, long-range sensors, and advanced combat management systems that employ niche technologies and complex software algorithms. They will be also responsible for running large power distribution networks using advanced computer-based power management systems. In addition, tenures at Naval Repair Yards will expose them to the management of large level-IV maintenance facilities. Electrical Officers are also posted to the Naval Design organisations which provide an opportunity to work on warship design and building aspects.

Educational Qualification:

The candidates must possess at least 60% marks in BE/ B.Tech Degree from a recognised university in one of the following streams:-

Mechanical | Electrical | Electronics | Electrical & Electronics | Electronics & Communication | Electronics & Tele Communication | Tele Communication | Applied Electronics and Communication (AEC) | Instrumentation | Electronics & Instrumentation | Instrumentation & Control | Applied Electronics & Instrumentation | Power Engineering | Power Electronics

Training & Advancement:

Candidates will be inducted as officers in the rank of Sub Lieutenant and undergo a Naval Orientation Course at the Indian Naval Academy, Ezhimala, Kerala followed by professional training at various Naval Training Establishment /Units/Ships.

Work Environment:

As an Electrical Officer, they will get an opportunity to operate and maintain the Marine Electrical equipment onboard ships/submarines/aircraft. In addition, huge opportunities exist to work in Repair Yards and Maintenance Units to provide third and fourth lines of maintenance.

Educational Opportunities:

To enhance technical acumen, the Navy sends deserving Electrical Officers to pursue post-graduate courses in India at various IITs and also to institutes abroad. (Subject to their performance)

Skill Sets and Qualifications of Naval Officers: Education

4.4.1 Education Officer



4.4.1 Education Officers (1/2)

Education officers provide support towards the education, training, and professional development of Naval personnel. One of the main peace-time activities of the Indian Navy is preparing for future missions, which involves continuous training of its personnel. A key determinant for the outcome of any mission is the training imparted to officers and men. Accordingly, Education Officers play a major role in training officers and agniveers of the Indian Navy. Education Officers are responsible for scientific and methodical instructions including theoretical aspects of technical subjects of all Branches of the Navy and for the general educational advancement of its personnel.

Some of the Education Officers are deputed for M.Tech courses in various IITs/NITs. Education Officers also undergo a range of specialisation courses, including Anti-Submarine Warfare, Naval Communication, Gunnery, Hydrography, Navigation & Direction, Meteorology and Oceanography.

Educational Qualification:

The Candidates applying for the Education entry must have scored a minimum of 60% marks in class X and class XII and a minimum 60% marks in English in class X or class XII and one of the undermentioned educational qualifications with a minimum 60% overall qualifying marks, in either or a combination of the following:-

Educational Qualification:

Master's Degree with minimum 60% marks from a recognised university in any one of the combination of the following stream:-

- M.Sc. (Maths/Operational Research) with Physics in B.Sc.
 - M.Sc. (Physics/Applied Physics) with Maths in B.Sc.
 - M.Sc. Chemistry with Physics in B.Sc.
 - M Tech in Thermal / Production Engineering / Machine Design
 - M Tech in Communication System Engg / Electronics & Communication Engg / VLSI / Power System Engg
- BE / B.Tech with minimum 60% marks from a recognised university in any one of the following streams:-

- Mechanical Engineering
- Electrical
- Electronics & Communication Engg

4.4.1 Education Officers (2/2)

Training & Advancement:

The Candidates are inducted as officers in the rank of Sub Lieutenant and undergo Naval Orientation Course at the Indian Naval Academy, Ezhimala, followed by professional training at various Naval Training Establishment/Units/Ships.

Educational Opportunities:

Some of the Education Officers are deputed for M.Tech courses in various IITs/NITs. Education Officers also undergo a range of specialisation courses, including Anti-Submarine Warfare, Naval Communication, Gunnery, Hydrography, Navigation & Direction, Meteorology and Oceanography. (Subject to their performance)

Work Environment:

Education Officers impart instructions in various Indian Naval Training Establishments including the prestigious Indian Naval Academy (INA) at Ezhimala. Education Officers are engaged in teaching science, technical, and service subjects to naval cadets undergoing B.Tech training at INA. Education Officers also impart instructions/training to officers during their ab-initio and specialisation courses at technical training establishments like INS Valsura and INS Shivaji. In addition, Education Officers provide coaching and guidance to agniveers for their career progression in service, as well as to enhance their resettlement opportunities by facilitating pursuance of various higher education courses. Education Officers are also responsible for conducting various in-service examinations for officers and agniveers in online and offline modes at the pan-India level using the latest technology.

To meet the educational, professional, and recreational needs of naval personnel, many Naval Reference Libraries have been set up both onboard naval ships and at various naval establishments. Education Officers are responsible for setting up, functioning, and introduction of latest techniques and technologies in these libraries.

One of the unique and important tasks of Education Officers is implementation of provisions of the Official Languages Act, 1963 and Official Languages Rules 1976 on the progressive use of Hindi in official work and monitoring of such progress. Education Officers also provide meteorology/oceanography services support for maritime operations. Selected Education Officers in senior ranks are also deputed as Principals and Vice Principals to various Sainik Schools across India.

Skill Sets and Qualifications of Naval Officers: Medical

4.5.1 Medical Officer

4.5.1 Medical Officer (1/2)

The Armed Forces Medical Services (AFMS) is amongst one of the finest options available to a medical graduate in our country where there is a professional environment of exceptional order blended with an adventurous life, camaraderie, dignity and self-esteem. It offers a golden opportunity to be a part of one of the world's finest services and get trained not only to be an officer but also a gentleman for life.

The AFMS promises both professional and personal growth at every stage of the career. The adventure and extracurricular activities in the Armed Forces ensure an all-round development, essential in today's world. Apart from attractive pay and perks, Armed Forces offer the best in lifestyle and professional growth.

The privileges offered in the Armed Forces are far better than other services in the Country. The comforts of life, like good housing, medical aid, canteen facilities, school, college and higher education for children, life insurance cover etc are catered for all. The benefits are extended into retired life including handsome pension and medical facilities. Abundant opportunities are provided to relish outdoor activities for those with a yearning for adventure and beyond.

Training & Advancement:

Most of the post-graduate courses are conducted at Armed Forces Medical College (AFMC), Pune, and various other teaching hospitals of the Armed Forces. The Service also offers opportunities to avail study leave at Government expense for super-specialist courses at reputed civilian institutions in India and abroad.

Work Environment:

As a doctor in the Navy, they will have an opportunity to learn and practice military medicine and look after the health of the men in uniform and their families both during peace and war.

The medical services in the Navy are delivered through a network of hospitals spread throughout the length and breadth of the country. To support the professional activities, hospitals have been equipped with state-of-the-art equipment and trained paramedical staff. Postings to various parts of the country give the medical officer a glimpse of the beautiful heritage and culture around and broaden outlook beyond the barriers of casts, creed and religion. During active participation of country in peacekeeping initiatives of the United Nations, AFMS doctors are sent on deputation with these missions.

As an officer in the Army Medical Corps (AMC), they are liable to be employed in the Indian Army, Navy, or Air Force in any part of the country or world.

Educational Opportunities:

There are ample avenues to specialise in basic specialties and super specialties.

4.5.1 Medical Officer (2/2) - Qualifications & Requirements

Branch / Type of Entry	Age Limit	Educational Qualifications
Permanent Commission (PC)	45 years	1. Applicants must possess a medical qualification of an Indian University or a foreign medical qualification recognised by the Medical Council of India. They must also be registered with any of the state councils or equivalent registering authorities. 2. Incentives An antedate of 3 years seniority for post graduates and 2 years for post graduate diploma recognised by MCI and 6 months for a house job, done at a recognised hospital to fresh entrants. 3. A doctor who has done a house job and also a postgraduate qualification will be eligible for a maximum antedate seniority of 42 months.
AFMC Cadet Entry (MBBS Course after which commission is granted in AMC)	17-22 Years	1. 10+2 with PCB securing not less than 60% of aggregate marks together and not less than 50% in any of these subjects.
	24 Years	2. B.Sc.
		Selection is held once a year through a written exam on all India basis followed by an Interview at Pune. Advertisements published in National / Regional newspaper in Jan every year.
Army Dental Corps(ADC)- Includes Dental Branch of Indian Navy		
Direct Permanent Commission	28 Years for BDS	1. BDS with minimum 60% marks in final year/ MDS from a recognised Dental College of the University.
	30 Years for MDS	2. Should have completed one-year rotatory internship recognised by the Dental Council of India (DCI).
		3. Should be in possession of a Permanent Dental Registration Certificate.

5. Equivalence Table

Now that we have explored the various ranks and their responsibilities within the Navy, it is time to see how some of these military positions can be translated into the corporate world, using the equivalence table.

Equivalence Table

Executive Officer/ Surface warfare

Role in Indian Navy:

- ❖ Ships Commanding Officer
- ❖ Navigation Officer
- ❖ Gunnery Officer
- ❖ Hydro Officer
- ❖ General Management
- ❖ Security & Vigilance
- ❖ Discipline & General Order
- ❖ Adjutant
- ❖ Staff Officer

Potential Corporate Skills:

- ❖ Managing Director / CEO
- ❖ Administration And HR
- ❖ Vice President of Shipping Operations
- ❖ Event Planning & Management
- ❖ Business Consultant
- ❖ Facility Management
- ❖ Customer Care
- ❖ Training Coordinator
- ❖ Security/ Vigilance
- ❖ Industrial & Company Consultant
- ❖ Corporate Communicator
- ❖ Project Management
- ❖ CSR

Industry:

- ❖ Technology
- ❖ Healthcare
- ❖ Finance and Financial Services
- ❖ Logistics and Supply Chain Management
- ❖ Hospitality and Tourism
- ❖ Manufacturing and Industrial
- ❖ Security and Cybersecurity
- ❖ Consulting and Business Services

Equivalence Table

Pilot

Role in Indian Navy:

- ❖ Flying Pilot Fighter Transport Helicopter
- ❖ Flying Instructor
- ❖ Test Pilot
- ❖ Staff officer
- ❖ Adjutant
- ❖ Squadron Commander
- ❖ Senior Pilot

Potential Corporate Skills:

- ❖ Managing Director, CEO (Airport, Flight Ops, Ops Control, Station Head)
- ❖ CBDO
- ❖ Flying Pilot/Test Pilot
- ❖ Aerodrome Controller
- ❖ Flying Instructor/ Training
- ❖ Airport Management/ Operations
- ❖ Air Side Management
- ❖ Facility Manager/Customer Care

Industry:

- ❖ Aviation and Aerospace
- ❖ Transportation and Logistics
- ❖ Technology (Aviation Tech)
- ❖ Airport Operations and Management

Functions:

- Air Traffic Control and Management
- Flight Training and Simulation
- Ground Handling and Facility Management

Equivalence Table

Observer

Role in Indian Navy:

- ❖ Flying Navigator
- ❖ Navigation Instructor
- ❖ Staff officer
- ❖ Adjutant
- ❖ Squadron Commander
- ❖ Senior Observer

Potential Corporate Skills:

- ❖ Navigation
- ❖ Navigation Instructor/ Training
- ❖ Air Side Management
- ❖ Flight Dispatch Training
- ❖ Facility Manager/ Customer Care

Industry:

- ❖ Aviation and Aerospace
- ❖ Maritime Industry
- ❖ Logistics and Supply Chain
- ❖ Flight Training and Simulation
- ❖ Airport Operations and Management

Functions:

- Ground Handling and Facility Management

Equivalence Table

Electrical Engineer

Role in Indian Navy:

- ❖ Operation & Maintenance of Sophisticated Avionics and Electronics Equipments
- ❖ Operation & Maintenance of Sophisticated Marine and Ship electrical equipment
- ❖ Operation & Maintenance of Radar Electronics
- ❖ Operation & Maintenance of Telephone Communication & Radio Network

Potential Corporate Skills:

- ❖ CMD (Shipbuilding, PSU's Equipment Manufacturing Industry)
- ❖ COO/ CEO
- ❖ Communication
- ❖ Electronics
- ❖ Aviation
- ❖ Maintenance
- ❖ Research
- ❖ Manufacturing
- ❖ Facility Manager/Customer Care
- ❖ Engineering College Faculty
- ❖ Project Manager/ Power Plant Manager
- ❖ Quality Control

Industry:

- ❖ Shipbuilding and Defence
- ❖ Telecommunications
- ❖ Consumer and Defence Electronics
- ❖ Aviation and Aerospace
- ❖ Energy and Power Utilities
- ❖ Industrial and Aviation Maintenance
- ❖ Technology and Pharmaceutical Research
- ❖ Manufacturing

Equivalence Table

Mechanical Engineer

Role in Indian Navy:

- ❖ Operation & Maintenance of Sophisticated Ship engines, Mechanical equipment, and Armaments
- ❖ Operation & Maintenance of Sophisticated Aircraft, Aero-Engine and Armament Equipment
- ❖ Operation & Maintenance of Power Plants
- ❖ Operation & maintenance of Ground Equipment's

Potential Corporate Skills:

- ❖ CMD (Shipbuilding, PSU's Equipment Manufacturing Industry)
- ❖ COO/CEO
- ❖ Mechanical Engineering Industry
- ❖ Aviation
- ❖ Maintenance
- ❖ Research
- ❖ Manufacturing
- ❖ Facility Manager
- ❖ Customer Care
- ❖ Engineering College Faculty
- ❖ Heavy Industry
- ❖ Project Manager/ Power Plant
- ❖ Quality Control

Industry:

- ❖ Shipbuilding and Defence
- ❖ General Manufacturing
- ❖ Aviation and Aerospace
- ❖ Energy and Power Utilities
- ❖ Industrial Maintenance and Engineering
- ❖ Technology and Research

Functions:

- Facility Management
- Customer Service and Support

Equivalence Table

Logistics Officer

Role in Indian Navy:

- ❖ Imprest Management
- ❖ Budgeting
- ❖ Fund Allocation
- ❖ Internal & Pre Audit
- ❖ Audit objections
- ❖ Finance Management
- ❖ Monthly Pay & Allowances
- ❖ Inventory Management

Potential Corporate Skills:

- ❖ CFO
- ❖ Head of finance and accounting
- ❖ Material Management
- ❖ Custom Clearance Manager
- ❖ Shipping Manager
- ❖ Supply Chain
- ❖ Courier Freight
- ❖ Import/Export
- ❖ Purchasing/ Sourcing
- ❖ Warehouse
- ❖ Facility
- ❖ Training
- ❖ Security & Vigilance
- ❖ HR Manager

Industry:

- ❖ Shipping and Logistics
- ❖ Supply Chain Management
- ❖ Courier and Express Delivery Services
- ❖ International Trade and Logistics
- ❖ Facility Services
- ❖ Security Services

Functions:

- Manufacturing and Material Management
- Corporate Training and Development

Equivalence Table

Education Officer

Role in Indian Navy:

- ❖ HR Training
- ❖ Management of Schools
- ❖ Conduct of Service
- ❖ Examination
- ❖ Library Management

Potential Corporate Skills:

- ❖ Vice-chancellor of university
- ❖ Principal of college/school
- ❖ Dean of University / College
- ❖ Professor/ lecturer/teacher of Schools/ Colleges/ Universities
- ❖ L&D for Corporate
- ❖ Facility Management
- ❖ Customer Care
- ❖ Training
- ❖ Security & Vigilance

Industry:

- ❖ Higher Education
- ❖ Corporate Training and Development
- ❖ Public Sector and Government Institutions
- ❖ Educational Content and Curriculum Development
- ❖ Non-Profit and Community organisations
- ❖ Facility Management
- ❖ Customer Service and Support
- ❖ Security Services

Equivalence Table

ATC Officer

Role in Indian Navy:

- ❖ Fighter Controller
- ❖ Air Traffic Controller Management and Controlling
- ❖ Ops Room Management
- ❖ Ground Navigation Aid

Potential Corporate Skills:

- ❖ Air Traffic Controller
- ❖ Airport/Helipad Management
- ❖ Flight Safety
- ❖ Airport Controls
- ❖ Facility Management
- ❖ Customer Care
- ❖ Training
- ❖ Vigilance/Security

Industry:

- ❖ Aviation and Air Traffic Control
- ❖ Airport Management and Operations
- ❖ Flight Safety and Regulatory Compliance
- ❖ Security Services

Functions:

- Facility Management
- Customer Service in Aviation
- Corporate and Aviation Training
- Airport Control Systems and Technology

Equivalence Table

Medical Officer

Role in Indian Navy:

- ❖ Medical Officer
- ❖ Medical Examiner
- ❖ Medical Instructor

Potential Corporate Skills:

- ❖ Medical Officer/ Specialist
- ❖ Medical Superintendent/ Director
- ❖ Regulatory Affairs
- ❖ Medical College Faculty
- ❖ Hospital management
- ❖ Clinical trials expert
- ❖ Medical transcription

Industry:

- ❖ Healthcare and Hospitals
- ❖ Pharmaceuticals and Biotechnology
- ❖ Regulatory Affairs
- ❖ Medical Education and Academic Institutions
- ❖ Clinical Trials and Research
- ❖ Medical Equipment and Technology

Functions:

- Hospital Management and Administration
- Medical Transcription and Health Information Management

Equivalence Table

MET Officer

Role in Indian Navy:

- ❖ Weather Forecasting

Potential Corporate Skills:

- ❖ Weather Forecasting
- ❖ Facility Management
- ❖ Customer Care
- ❖ Training
- ❖ Vigilance/Security Management

Industry:

- ❖ Meteorology and Weather Forecasting
- ❖ Aviation and Aerospace
- ❖ Energy and Utilities
- ❖ Media and Broadcasting
- ❖ Facility Management
- ❖ Security and Vigilance Services

Functions:

- Customer Service and Support
- Corporate Training and Development

Equivalence Table

Musicians

Role in Indian Navy:

- ❖ Parades and Ceremonies
- ❖ Band Performances
- ❖ Concerts and Recreational Events
- ❖ International Engagements
- ❖ Musical Training
- ❖ Band Management

Potential Corporate Skills:

- ❖ Teamwork and Collaboration
- ❖ Discipline and Time Management
- ❖ Leadership and Management
- ❖ Communication and Presentation
- ❖ Cultural Awareness and Diplomacy
- ❖ Adaptability and Creativity
- ❖ Attention to Detail

Industry:

- ❖ Entertainment and Media
- ❖ AIR & FM
- ❖ Education and Training
- ❖ Corporate Sector
- ❖ Cultural and Arts organisations
- ❖ Non-Profit and Community organisations
- ❖ Hospitality and Tourism
- ❖ Publishing and Recording

6. Conclusion

Naval veterans bring unmatched discipline, expertise, and adaptability to corporate roles. This playbook helps businesses tap into this talent pool, fostering inclusive workplaces and driving organizational excellence. This section reinforces the value of naval veterans and encourages organizations to leverage their skills.

Conclusion:

Recognising the Value of Naval Veterans

The Indian Navy equips its personnel with a unique blend of leadership, technical expertise, and operational efficiency, honed through diverse, high-stakes missions. This Playbook illustrates the depth of skills and competencies Naval veterans bring to corporate and industrial roles, breaking down stereotypes and showcasing their unmatched adaptability.

Naval veterans offer a unique blend of precision, resilience, and strategic foresight that sets them apart in any industry. They seamlessly transition to industries like logistics, IT, healthcare, and manufacturing, where their ability to lead, innovate, and manage resources provides a competitive edge. By understanding their core competencies and aligning these with corporate needs, organisations can unlock a wealth of talent that drives innovation and excellence.

As highlighted through the equivalence table and competency mapping, Naval veterans bring unmatched expertise that aligns seamlessly with corporate needs. This playbook is your guide to unlocking this talent pool.

Together, we can create a seamless transition for these dedicated professionals and unlock a new era of corporate and industrial excellence.

Let's work together to create inclusive workplaces where veterans thrive. Use this playbook as your starting point for integrating their exceptional capabilities into your organisation.



Annexure

Annex: Abbreviations & Acronyms

Abbreviations	Descriptions
AICTE	All India Council for Technical Education
B.Sc	Bachelor of Science
B.Tech	Bachelor of Technology
BE	Bachelor of Engineering
M.Sc	Master Of Science
MBA	Master of Business Administration
QA	Quality Assurance
R&D	Research and development
ATC	Air Traffic Controller
INSCB	Indian Navy Sports Control Board
INSC	Indian Navy Sailing Championship
CEO	Chief Executive Officer
CSR	Corporate Social Responsibility
CBDO	Chief business development officer
CMD	Chief Managing Director
PSU	Public Sector Undertaking
CFO	Chief Financial officer

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