सेल SAIL STEEL AUTHORITY OF INDIA LIMITED
(A Government of India Public Sector Undertaking)

Special Recruitment Drive for SC/ST/OBC(NCL)
for filling up 92 backlog positions of Management Trainees (Technical) in SAIL

SAIL, a **Maharatna CPSE**, is a major **Steelmaker of the Nation** with a turnover of more than Rs. 1 Lakh Crore (FY 22-23). To man its front-line positions at its Mines across India, SAIL requires 92 young, energetic, result oriented and promising talent belonging to the categories of SC/ST/OBC(NCL) to join as Management Trainee (Technical) in **E1** grade in various Engineering disciplines.

Number of Posts (Tentative):

Management Trainees (Technical) - MTT : 92 nos.				
Discipline	**Total Posts**	**SC**	**ST**	**OBC(NCL)**
Chemical Engineering	3	-	2	1
Civil Engineering	3	1	1	1
Electrical Engineering	26	8	6	12
Instrumentation Engineering	7	2	3	2
Mechanical Engineering	34	13	11	10
Metallurgy Engineering	5	1	-	4
Mining Engineering	14	5	2	7
Total	**92**	30	25	37

RESERVATION:

Reservation / relaxation / concession shall be as per Presidential directives.
Persons suffering from not less than 40% of the relevant disability (OA/OL/OAL only) shall only be eligible for the benefit for PwBD.
Reservation/ Relaxation / Concession for SC/ST/OBC(NCL) will be subject to submission of relevant Caste Certificate in the prescribed format issued by a competent authority.

ELIGIBILITY CRITERIA:

Upper Age limit : Upper age limit as on 31.12.2023 (i.e. closing Date of Online Application). For candidates belonging to SC,ST,OBC(NCL) & PwBD after age relaxation shall be as under:

SC/ST	OBC (NCL)	PwBD	Departmental Candidate's Upper age limit
33 years	31 years	10 years over & above category relaxation	45 years irrespective of the caste/category of the candidates

Minimum Qualification : Degree in Engineering with 65% marks (average of all semesters, irrespective of the weightage given to any particular year by the Institute/ University), in relevant Engineering discipline of **Chemical, Civil, Electrical, Instrumentation, Mechanical, Metallurgy and Mining**.

Candidates interested in applying for Management Trainee (Technical) posts in SAIL should possess Degree in Engineering/ Technology in related disciplines as given below to be eligible to apply against the respective disciplines as given below:.

Disciplines advertised	Engineering disciplines which are eligible
Mechanical Engineering	Mechanical Engineering, Mechanical & Automation Engineering, Production & Industrial Engineering, Production Engineering/Technology, Mechanical Production and Tool Engineering, Industrial Engineering/Technology, Thermal Engineering, Manufacturing Process and Automation, Mechatronics, Manufacturing Engineering/Technology, Manufacturing Science and Engineering, Energy Engineering, Machine Engineering, Mechatronics & Automation Engineering,
Metallurgical Engineering	Metallurgical Engineering, Material Sciences & Engineering/Technology, Industrial Metallurgy
Electrical Engineering	Electrical Engineering, Electrical Machine, Power Systems & High Voltage Engineering, Power Plant Engineering, Electronics & Power Engineering, Power Electronics/Engineering, Electrical Instrumentation & Control Engineering, Electrical & Instrumentation Engineering, Electrical & Mechanical Engineering, Power Engineering, Electrical & Power Engineering, Electrical & Electronics Engineering
Chemical Engineering	Chemical Engineering/Technology, Electro Chemical Engineering
Civil Engineering	Civil Engineering
Instrumentation Engineering	Electronics Engineering, Electronics & Instrumentation, Electronics & Communication, Electronics & Telecommunication, Electronics & Control, Industrial Electronics, Applied Electronics Engineering/Technology, Electronics Design & Technology, Mechatronics, Electronics & Electrical, Electronics & Power, Electronics Communication & Instrumentation, Instrumentation Engineering/Technology, Instrumentation & Control/Engineering, Robotics & Automation/Automation & Robotics, Communication Engineering, Control & Instrumentation Engineering
Mining Engineering	Mining Engineering/Technology, Mining & Machinery Engineering/ Mineral Engineering

The requisite qualification should have been acquired through a regular/ full time course from Universities/Institutions recognised/accredited by councils/ bodies like UGC/AICTE etc., set up by Central/State Government for the purpose.

Relaxation in Qualification : The SC/ST/PwBD/Departmental Candidates having Engineering Degree in the required disciplines with 55% marks (average of all semesters) shall be eligible to apply.

The OBC candidates who belong to 'Creamy layer' are not entitled to OBC reservation. The OBC (Non-Creamy Layer), would be required to submit the requisite certificate [OBC(non-creamy layer) - caste certificate] in the prescribed format as applicable for employment under Central Govt. issued by the competent authority on or after **01/04/2023** at the time of application and will be required to produce the same at the time of GD/Interview. It may be noted that the

post of Management Trainees (Technical) is open for Orthopedically Disabled candidates (**OA/OL/OAL**) having disability of 40% or more in the relevant category only. PwBD candidate will be required to submit Disability Certificate issued by the Competent Authority in the prescribed format.

Category [SC/ST/OBC(NCL)/PwBD/Departmental] once entered in the online application form will not be allowed to be changed under any circumstances and no benefit of other category will be admissible later on.

MEDICAL STANDARDS :
Candidates should be of sound physique, free from any physical defect. Medical standards stipulate minimum requirements of Weight 45 kg; Height 155 cm; Myopia and Hypermetropia, if any, not to exceed ± 4.00 in each eye and no squint or colour blindness, partial or full. Suitable relaxation in height and weight will be given to female candidates.
Note: The medical standards indicated above are minimum pre-requisites. However, appointment of selected candidates will be subject to their passing the Company's Medical Examination as per standards laid down under SAIL's Medical & Health Manual.

SELECTION PROCESS:
Eligible candidates will be required to appear for an **Online Examination-Computer based Test (CBT) to be held tentatively in January, 2024,** at any of the centres at Prayagraj (Allahabad), Bengaluru, Vadodara, Bhilai Nagar, Bhopal, Bhubaneswar, Jamshedpur, Chandigarh, Chennai, Dehradun, Delhi/Delhi(NCR), Durgapur, Guwahati, Hyderabad, Jaipur, Jammu, Kochi (Ernakulam), Kolkata, Lucknow, Mumbai/Thane/Navi Mumbai/MMR, Nagpur, Patna, Ranchi, Rourkela, Salem, Trichy (Tiruchirappalli), Vijayawada, Visakhapatnam. The information regarding the test centre will be provided in the Admit Card.

No request for change of examination centre will be entertained after final submission of application form. However, SAIL reserves the right to cancel or add any centre depending on the response/number of candidates in that area/centre.

The Online Examination will be of 200 Marks consisting of two parts, viz. first part comprising of Domain Knowledge Test (duration 40 minutes) for 100 marks and second part comprising of Aptitude Test (duration 80 minutes) for total 100 marks; consisting of four segments, viz. Quantitative Aptitude, English Language, Reasoning, and General Awareness of 25 marks each.

To be eligible for GD and Interview, a candidate will have to qualify in each of the parts, viz. Domain Knowledge Test and Aptitude Test in the respective discipline by scoring minimum 40 percentile score.

GROUP DISCUSSION AND INTERVIEW:
From among those who qualify in the Online Examination, candidates will be shortlisted for Group Discussion (GD) and Interview in the ratio of **1:3**, category wise, in order of merit. The GD and Interview may be held at short notice for which the call letters will be uploaded on careers page of SAIL website, and candidates will be intimated regarding the same through their emails. No other communication will be sent to the candidates for this purpose.

For final selection, the merit list will be drawn by combining the scores of Online Examination-Computer based Test(CBT), GD and Interview with the weightage of 75:10:15 in that order. The final merit list would be prepared separately for each category on the basis of combined total marks obtained by the candidate in the selection process, i.e. Online Examination, GD and Interview. The selection of the candidate will be made in the order of merit.

In case two or more candidates are placed on the same cut-off point in the final merit list, the offer letter will be issued to the candidate having higher marks in the Online Examination. In case, there is a tie in the Online Examination marks also, the candidate with higher marks in the relevant eligibility qualification (B.E./B.Tech.) would be selected.

BIOMETRIC VERIFICATION :
During the selection process, SAIL may capture photo/thumb impression of the candidates in digital format for Biometric verification of genuineness of the candidates at three stages, i.e. during Online Test (CBT), GD/Interview stage and at the time of joining in SAIL. The candidate will ensure that the correct impression is captured at various stages, and any inconsistency will lead to rejection of the candidature. In case any candidate is found to be not genuine, apart from taking legal actions against him/her, the candidature will be cancelled. As such, the candidates are advised not to apply any external matter like mehndi, ink, chemical, etc. on their hands.

TRAINING & PROBATION:
Candidates selected as Management Trainees(Technical) will be placed on training for one year. The Management Trainees (Technical) will be registered as Apprentices under the provisions of Apprentices Act, 1961. After successful completion of training, the candidates shall be placed under probation for one year.

EMOLUMENTS:
The Management Trainees(Technical) will be offered Basic Pay of **Rs. 50,000/- p.m.** in the pay scale of Rs. 50000-1,60000/-. On successful completion of training of one year, the Management Trainees (Technical) will be designated as Assistant Manager in E1 grade and placed in the scale of pay of **Rs. 60,000-1,80,000/-.**

Besides Basic Pay, the Management Trainees (Technical) will also be paid Dearness Allowance. They will also be entitled for perquisites under cafeteria approach and benefits such as PF, Gratuity and other allowances as per rules of the Company in vogue. In addition, Company provides benefits like Leave encashment, Housing/HRA and free medical facility for self and dependents as per Company rules. CTC will be approximately Rs. 16 Lakhs per annum (excluding PRP, location based allowances etc.) at minimum of E-1 grade. Being direct recruitment on initial basic pay, the Company will not bear any liability on account of Salary/leave salary/ pension contribution etc., of previous employment, if any.

PLACEMENT :
If selected, the candidates will be primarily posted to any of the Mines/Collieries Division of the Company. The candidates will not be allowed to seek/apply for transfer to any other Plant/Unit/Mine location of the Company for initial four years of service. For departmental candidates, this restriction will be for initial two years.

HOW TO APPLY FOR SAIL MTT:

Eligible and interested candidates would be required to apply online only through SAIL careers page on SAIL's website: **www.sail.co.in**. **No other means/mode of application will be accepted.** Before applying the candidates should ensure that they fulfil all the eligibility norms. Their registration in SAIL will be provisional as their eligibility will be verified only at the time of Interview. Mere issue of Admit card/GD/Interview call letter will not imply acceptance of candidature. The candidature of a registered candidate is liable to be rejected at any stage of recruitment process or even on joining, if any information provided by the candidate is found to be false or not in conformity with the eligibility criteria at any stage.

Before registering their applications on the website, the candidates should possess the following:

a) Valid e-mail ID and mobile number, which should remain valid for atleast one year.
b) Candidates should have latest passport size photograph (jpg or jpeg file only upto 50 Kb) as well as photograph of signatures in digital format (jpg or jpeg file only upto 20 kb) for uploading with the application form.
c) Provision to pay Application fee (including Processing Fee) of Rs.700/- for OBC(NCL) Candidates or Rs. 200/- as processing fee for SC/ ST/ PwBD/ ESM/ Departmental candidates. Candidates can opt to pay the application fee online through Net Banking/Credit Card / ATM-cum-Debit Card. Candidate will have to bear the bank charges in addition to the applicable application fee /processing charge.

d) While submitting the application online, candidates should note the following:
   i) SAIL will not undertake detailed scrutiny of applications for eligibility and other aspects at the time of Application stage and therefore, the candidature is accepted only provisionally.
   ii) Candidates are advised to read carefully instructions for online submission of application, which will be available in the website itself.
   iii) Candidate must write his/her name as it appears in the Matriculation certificate or equivalent examination.
   iv) Category (SC/ST/OBC(NCL)/PwBD/ESM/Departmental) once submitted in the online application cannot be changed and no benefit of other category will be subsequently admissible. Candidate should be in possession of a valid Category certificate.
   v) Wherever CGPA/OGPA or letter grade in degree is awarded; equivalent percentage of marks should be indicated in the online application form as per norms adopted by the University / Institute. Where no norms have been specified, the CGPA / OGPA will be presumed to have been provided on a 10 point scale. The candidates will have to produce a copy of these norms with respect to their University / Institute at the time of GD/Interview.
   vi) The short-listed candidates appearing in the GD/Interview would be required to furnish certificates /documents in original regarding proof of date of birth, caste/category, qualification, experience,if any, PwBD/ESM status, Registration slip, E-receipt of Application Fee/Processing Fee, NOC from present employer etc. as applicable at the time of GD/Interview.

e) The process of submission of application form:

i) Submit the application only through SAIL website www.sail.co.in at "Careers" page or www.sailcareers.com .

ii) Read the advertisement carefully to be certain about your eligibility.

iii) Go through the 'Instructions' available in the site and follow the steps as mentioned.

iv) Click on "Login".

v) If already registered, click on "Registered User" and go further by using User ID & Password.

vi) In case of "New User"-Complete One Time Registration (OTR) first and then go to "Registered User" and go further by using User ID & Password.

vii) Complete the application submission process step by step by filling required information, uploading the document(s) as required and making payment online or at Bank through Challan.

viii) After your payment gets confirmed, your Registration slip will show the status of payment as "confirmed" and that is the confirmation of completion of Registration process. Registration without confirmation of payment will not be complete.

ix) Submit the application after completion of all requisites and take a print out of completed application having unique registration ID. Please ensure to download system generated Provisional Registration slip.

x) No request for editing of Application details will be entertained in case of wrong submission and the candidature will stand rejected.

After applying online, a candidate is required to download the system generated Registration Slip / Application Form with unique Registration ID / Number.

<u>Note:</u> While filling the online application, candidates must carefully follow all the steps. Incomplete application, application without photograph & signature/ application without application fee / application not fulfilling the eligibility criteria will be summarily rejected. No communication in this regard will be entertained from the applicant. The decision of SAIL in all matters relating to eligibility, acceptance, rejection of the application, issue of admit card/call letters will be final and binding on the candidates and no enquiry or correspondence will be entertained in this connection.

f) **IMPORTANT:** All correspondence with candidates shall be done through Email/SMS/ SAIL Career Website only. All information regarding Admit Card, shortlisting for GD/ PI & Call Letter etc. shall be provided through Email/SMS/uploading on SAIL website. Shortlisted Candidates can download Call Letter once it is made available on the SAIL website. SAIL will not be responsible for any loss of Email/SMS sent, due to invalid or wrong Email ID/ wrong Mobile Number provided by the candidate or for delay / non-receipt of information. If a candidate fails to access his/her Email/Mobile in time or due to any network related issue. Responsibility of receiving, downloading and printing of Admit Card, Call letter, any other information shall be the responsibility of the candidate.

g) **GENERAL**:
   i) Only Indian Nationals are eligible to apply.
   ii) The minimum age of employment on regular basis in SAIL is 18 years.
   iii) Candidates possessing full time degree course from Institutes approved/recognized by UGC/AICTE will only be eligible to apply.

iv) Departmental candidates having acquired qualifying degree through correspondence/part time courses from Universities/ Institutions recognised/accredited by councils/ bodies like UGC/ AICTE etc. set up by Central / State Government for the purpose can apply. The term departmental candidates means those candidates who are currently working with SAIL as permanent employees and not wards of SAIL employees.

v) While applying the candidates should enter their full name as it appears in the matriculation certificate.

vi) Wherever CGPA/OGPA or letter grade in a degree is awarded; equivalent percentage of marks should be indicated in the online application form as per norms adopted by the University/Institute. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 point scale. The candidate will have to produce a copy of these conversion norms/no norms with respect to his/her University/Institute at the time of Interview.

vii) Candidates employed in Govt. departments/PSUs/Autonomous Bodies are required to produce NOC at the time of interview. In case of selection, candidates will required to produce proper discharge certificate from the employer at the time of taking up the appointment.

viii) The SC/ST/OBC(NCL)/PwBD certificate should be as per the format available on SAIL website and as applicable for employment under Central Government. If the certificate has been issued in a language other than English/Hindi, the candidates will be required to submit a self- certified translated copy of the same either in English or Hindi.

ix) Candidates may visit the FAQs section on the SAIL website for any queries.

x) Candidates should retain their copy of SAIL Provisional Registration Slip, E-receipt of Application Fee confirmation as the same can be asked to be produced it for future reference.

xi) The posts advertised are tentative. SAIL reserves the right to cancel/restrict/enlarge/ modify/alter the requirements advertised, if need so arise, without issuing any further notice or assigning any reason thereto.

xii) Selection/joining of the candidate will be subject to medical fitness as per rules of the company.

xiii) The selected candidates will be primarily posted to any of the Mines/Collieries Division of SAIL located across India.

xiv) The candidates applying against this advertisement may be considered for appointment by any of the Subsidiaries/Joint Venture Companies of SAIL, after requirement of SAIL is fulfilled. In such case their appointment will be as per the terms and conditions of the respective Subsidiary/Joint Venture Company.

xv) Action against candidates found guilty of misconduct: Candidates are cautioned that they should not furnish any particulars that are false, tampered/fabricated and they should not suppress any material information while filling up the application form.

xvi) In case it is detected at any stage of recruitment that a candidate does not fulfil the eligibility norms and/or that he/she furnished any incorrect false information or has suppressed any material facts(s), his/her candidature will stand cancelled. If any of these shortcomings is/are detected even after appointment, his/her services are liable to be terminated.

xvii) The eligibility of the candidate w.r.t. Upper Age Limit/Qualification/Category shall be reckoned as on closing date of receipt of online application as mentioned in the advertisement.

xviii) Decision of SAIL in all matters regarding eligibility, selection, medical fitness etc. would be final and binding on all candidates. No representation or correspondence will be entertained in this regard.

xix) All further announcements/details pertaining to this process will only be published/ notified on SAIL career website on www.sail.co.in or www.sailcareers.com from time to time. Transparency/ Discipline-wise and Category-wise Cut-Off Marks will be published tentatively within one month of declaration of final list for joining.

xx) Court of jurisdiction for any dispute will be at Delhi.

IMPORTANT DATES (Tentative):

Commencement of online registration of SAIL MT(Tech.)	**11/12//2023**
Closing date for online registration of SAIL MT(Tech.)	**31/12/2023**

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