



STEEL AUTHORITY OF INDIA LIMITED
SALEM STEEL PLANT

Employment Notification No.EN1/2025

Salem Steel Plant, a Special Steels Plant of **Steel Authority of India Ltd. (SAIL)**, a Maharatna Company, with modernised facilities produces Cold rolled stainless steel, Hot rolled carbon & stainless steel products and micro-alloyed carbon steel. Salem Steel Plant (SSP) invites applications from eligible candidates for the following posts in Salem Steel Plant, Salem:

1. Details of Posts:

a) Assistant Manager (Safety)(E1)

Post & Grade	No. of Posts	Reservation						
		UR	SC	ST	OBC	EWS	PWBD**	ESM**
Assistant Manager (Safety)(E1)	1	1	-	-	-	-	-	-

b) Jr Engineering Associate (Boiler Operation)(S3)

Post & Grade	No. of Posts	Reservation						
		UR	SC	ST	OBC	EWS	PWBD**	ESM**
Jr Engineering Associate (Boiler Operation)(S3)	6	4	1	-	1	-	1(a) LV, (b) D, HH (c) OL,CP,LC, Dw, AAV, (d) ASD(M), SLD, (e) MD involving (a) to (d) above	-

** Reservation for PWBD & Ex-servicemen is on horizontal basis

PwD reservation details:

Disability category to be considered: LV = Low vision, D=Deaf, HH-Hearing Handicapped, OL-One Leg affected, CP=Cerebral Palsy, LC=Leprosy Cured, Dw =Dwarfism, AAV=Acid Attack Victims, ASD= Autism Spectrum disorder, SLD= Specific Learning Disability, MD=Multiple Disabilities

2. Eligibility criteria :

Post	Maximum age as on 26.10.2025	Qualification & Experience as on 26.10.2025	Minimum qualifying marks
Assistant Manager (Safety)(E1)	30 years	1. BE/B.Tech (Full time) in any branch from Govt. recognized University/ Institution and Practical experience of working in a factory in supervisory capacity for a period not less than 02 years, after acquiring degree in	BE/B.Tech For UR/OBC/EWS candidates is: 65% For SC/ST/PwBD/

		<p>engineering qualification</p> <p>2. PG Degree or Diploma in Industrial Safety (at least 1 year duration) from Govt. recognised University / Institution</p> <p>3. Experience in hazardous industry is desirable.</p> <p>4. Knowledge of Tamil is desirable.</p>	<p>candidates is 55%</p>
Jr Engineering Associate (Boiler Operation)(S3)	30 years	<p>1. Matriculation with 03 years (full time) Diploma in Mechanical/ Electrical/ Chemical/ Power Plant/ Production / Instrumentation Engineering discipline from Govt. recognized institute with</p> <p>2. First Class Boiler Attendant Certificate of Competency.</p>	<p>For UR/OBC/EWS candidates is: 50%</p> <p>For SC/ST/PwBD/ candidates is 40%</p>

The candidate should have acquired the requisite qualification on or before the closing date of receipt of applications i.e., **26.10.2025**

The required qualifications must have been acquired from universities or institutes recognized/accredited by council/bodies like UGC/AICTE etc. set up by Central/State government for the purpose.

The requisite qualification should have been acquired through a regular/full time course.

The crucial date for all the eligibility criteria will be closing date of application i.e **26.10.2025**

3. Relaxation in Age:

SC/ST	OBC (NLC)	PwBD	Domiciled in the State of Jammu & Kashmir from 1/1/80 to 31/12/89	Departmental candidates
05 years	03 years	10 years	5 years	The term Departmental candidates means, those candidates who are currently working with SAIL as an employees (incl. trainees) and not wards of SAIL employees. Upper age limit is 45 years, irrespective of the category of the candidate

4. Reservations:

Reservation for SC/ST/OBC/EWS category, as per Presidential directives, will be provided as indicated in the “Details of the Posts”. Reservation for Persons with Benchmark disabilities (PWBD) and Ex-Servicemen (ESM) shall be on Horizontal basis as per prevailing rules. PWBDs belonging to categories of disability mentioned above and having disability of 40% or more only shall be considered. In case of non-availability of suitable candidates of the disability category for which the vacancy is reserved, the same will be filled by interchange from among other suitable disability category.

OBC candidates who belong to “CREAMY LAYER” are not entitled for OBC concession and such candidates have to indicate their category as “General”. OBC (non-creamy layer) candidates are required to submit requisite certificate in the prescribed format issued by the competent authority issued in the current financial year (2024-25).

Caste Certificates should be submitted in the prescribed format for appointment to posts under Government of India/ Central Government/ Public Sector Undertaking (format available in our website www.sail.co.in at careers link) issued by the Competent Authority as given in the formats and not below the rank of Tehsildar. The OBC reservation is applicable to only those candidates who belong to Non-Creamy Layer and fall under central government list for the respective State. The non-creamy layer status should be valid on the closing date of receipt of application.

For claiming the benefit admissible to PwBDs under the Act, candidates are required to produce disability certificate (as per format available in our website www.sail.co.in) issued by the Competent authority as per the provisions of Rights of Persons with Disabilities Act 2016. They have to satisfy the relaxed Physical Standard required for the posts. In case, the candidate fails to produce the certificate in the prescribed format issued by Competent Authority, his/her candidature will not be considered. A copy of the Disability Certificate must be submitted at the time of interview/skill test/trade test for consideration of their name under PwD category.

5.Selection Procedure:

Post	Selection procedure
AM (Safety)(E1)	<p>The mode of selection for eligible applicant would be through written test/online test(CBT) followed by an interview of qualifying candidates in written test/online test (CBT), called in the ratio of 1:3 in order of merit. However, if for any position, the ratio of applicants for the post is less than 1:5, only interview will be conducted. If the cut off marks of CBT, so arrived at, are obtained by more than one candidate –all of them will be called for interview. For final selection , merit list will be drawn by combining the scores of online test (CBT) and the interview with the weightage of 80:20 in that order or as per the merit list of the interview (as the case may be). Information regarding written test/online test (CBT)/Interview will be provided in the admit card/call letter/which will be uploaded on careers page of SAIL website and candidates will be intimated for the same through their emails. No other communication will be sent to the candidates for the purpose.</p> <p>Online test (CBT): Provisionally eligible candidates will be required to appear for objective type Written test/online test (CBT) consisting of 100 multiple choice questions at the centre decide by the management. The minimum qualifying marks in the online test for unreserved candidates will be determined based on 50 percentile score.</p>
Jr Engineering Associate (Boiler Operation)(S3)	<p>Eligible candidates will be required to appear for a Online Test, information for which will be provided in the Admit Card. Candidates shortlisted on the basis of their performance in the Online Test will be shortlisted for skill test/trade test in order of merit at the ratio of 1:3 for each post. The names of the shortlisted candidates will be uploaded in careers page of SAIL website and candidates will be intimated for the same through their emails. No other communication will be sent to the candidates for the purpose. Weightage of marks of Online test (CBT) will be 100%. Trade/skill test will only be of qualifying nature.</p> <p>Online test (CBT): Provisionally eligible candidates will be required to appear for objective type online test (CBT) consisting of 100 multiple choice questions at the centre decide by the management. The minimum qualifying marks in the online test for unreserved candidates will be determined based on 50 percentile score. For SC/OBC/PWD candidates, the qualifying marks will be 40 percentile score.</p>

6. Training & Probation :

Candidates selected for the post of AM (Safety) and Jr Engineering Associate (Boiler Operation) shall be on probation for one year and confirmation shall be based on proper assessment of conduct and performance.

7. Emoluments and other Benefits:

Post	Grade	Scale of pay
AM (Safety)	E1	Rs.50,000–3%–1,60,000/- (E–1) After completion of one year of service, they shall be considered in E-1 grade in the Scale of Pay of Rs. 60,000–3%–1,80,000/- (E–1)
Jr Engineering Associate	S3	26600-3%-38920/-

The emoluments will include basic pay, applicable dearness allowance, prerequisite under cafeteria approach and benefits such as medical facility for self and family, contributory provident fund, gratuity (as per ceiling prescribed under Payment of Gratuity Act, 1972 amendment Act 2018).

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.

Pay of the departmental candidates on selection will be fixed as per SAIL Pay Fixation Rules.

9. Medical Standards:

Physical Standards:

Post	AM (Safety)(E1)		Jr Engineering Associate (Boiler Operation)(S3)	
Parameters (minimum)	Male	Female	Male	Female
Height	155 cm	143 cm	155 cm	143 cm
Weight	45kg	35kg	45kg	35kg
Chest measurement	72 cm & 75 cm on expansion	75cm & 79 cm on expansion	75 cm & 79 cm on expansion	70cm & 73 cm on expansion

Visual Standards (Same for males and females):

Post	AM (Safety)(E1)	Jr Engineering Associate (Boiler Operation)(S3)
Parameters	Criteria	Criteria
Distant Vision	6/9 with or without glasses or 6/6 and 6/12 in the other eye with without glasses	6/12 with or without glasses & above 35 years one step relaxation.
Near Vision	J1 both eyes with or without glasses glass. Power of glasses will not exceed $\pm 4.0D$	J1 or N6 both eyes. Power of glasses should not exceed $\pm 4.0D$
Colour Vision	Essential	Normal in Lantern test with maximum aperture
Binocular Vision	Essential. Surgically operated and corrected squint will be acceptable	Essential. Surgically operated and corrected squint will be acceptable

Field of vision should be normal and night blindness should not be there. Hearing should be Normal (Relaxable up to 30 db in speech frequency). The height and weight chart based on the body mass index will be followed while considering

the anthropometric measurements wherever necessary. To be considered fit for employment, the candidate should be in good physical and mental health and should be able to perform his job effectively. The Candidate should be of sound physique, free from any defect. 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.

11. Application & processing Fee:

Post	Application & processing fee For General/OBC/EWS Candidates	Processing fee For SC /ST /PWBD/ESM/Departmental Candidates
AM (Safety)(E1)	700/-	200/-
Jr Engineering Associate (Boiler Operation)(S3)	500/-	150/-

- No application fee will be charged from SC/ST/PWBD/ESM/Departmental candidates. However, they will be charges with processing fee only.
- Candidates will have to bear the banking charges if any in addition to the application/processing fee

12. Mode of payment of fee:

Candidates will be required to pay application fee through net banking /credit card/debit card, after filling the required details in the online application form at www.sail.co.in. Fee shall not be collected by any other mode. Fee once paid shall not be refunded under any circumstances.

13. How to apply:

Eligible and interested candidates would be required to apply online through SAIL's website: www.sail.co.in at the link 'Careers' with url as <http://sailcareers.com>. **No other means/mode of application will be accepted.** Candidates may click at the link of the post applying for and submit information online in the appropriate fields.

While submitting the application online, candidate should note the following:

- Before applying the candidates should ensure that they fulfil all the eligibility norms. SAIL/SSP will not undertake detailed scrutiny of applications for eligibility and other aspects at the time of the Online test (CBT), and therefore the candidature is accepted provisionally.
- All certificates and documents in support of eligibility will be verified only during the interview/trade/skill test and any candidate, who fails to produce the same, will not be allowed to appear for interview/trade/skill test and their candidature for the post will be cancelled forthwith. Therefore, candidates are requested to ensure their eligibility before applying
- Candidates must write his/her name as it appears in the matriculation certificate or equivalent examination. In case of change of name at a later stage, necessary documentary proof to be submitted at the time of skill test/trade test.
- Have a valid E-mail ID and Mobile No. which should remain valid till completion of the entire selection process.
- Candidate should have latest passport size coloured photograph(.jpg or .jpeg file only upto50kb) as well as photograph of own signature in digital format(.jpg or .jpeg file only upto 20 kb) for uploading with the application form
- Candidates can opt to pay the application fee online through Net Banking/Credit Card / ATM-cum-Debit Card
- Category (GEN/SC/ST/OBC/PWBD/ESM/EWS) once submitted in the online application cannot be changed and no benefit of other category will be subsequently admissible.

- Wherever CGPA/OGPA or letter grade in a diploma / 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 interview/skill test/trade test.
- Shortlisted Candidates appearing in the interview /skill test/trade test shall be required to furnish certificates/documents in original regarding proof of date of birth, caste/category, qualification, experience, PWBD status, registration slip, e-receipt of application fee etc. at the time of skill test/trade test as per intimation given to the shortlisted candidates.
- Mere issue of admit card for Online test (CBT)/ interview will not imply acceptance of candidature. 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 or if candidate fails to produce valid documentary proof in support of his/her eligibility. SSP reserves the right to reject the applications and no communication in this regard will be made with the applicant.

Submission of online application/registration process involves following steps:

- a. Filling-up of application form
- b. Upload of documents
- c. Making payment
- d. Final registration and printing of provisional registration slip

Note:

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-SSP in all matters relating to eligibility, acceptance, rejection of the application, issue of call letters will be final and binding on the candidates and no enquiry or correspondence will be entertained in this connection.

IMPORTANT: All correspondence with candidates shall be done through e-mail/SMS only. All information regarding examination schedule/admit card/ interview call letters etc. shall be provided through email/uploading on SAIL website. Responsibility of receiving, downloading and printing of admit card/interview call letter/ any other information shall be of the candidate. SSP will not be responsible for any loss of email sent, due to invalid/wrong email ID provided by the candidate or for delay/non receipt of information if a candidate fails to access his/her mail/website in time due to network related data loss. Candidates are not required to send any document to SSP. Candidates will be allowed to appear in the Online test (CBT)/interview/skill test/trade test only if they possess valid Admit card/call letter respectively.

14. GENERAL CONDITIONS:

1. Candidate must be an Indian national possessing requisite qualification from an Institute recognised by State Govt. /Central Govt.
2. Candidates not satisfying the requisite eligibility criteria specified in this advertisement need not apply. All certificates and documents in support of eligibility will be verified only during the interview/trade/skill test and any candidate, who fails to produce the same, will not be allowed to appear for interview/trade/skill test and their candidature for the post will be cancelled forthwith. Therefore, candidates are requested to ensure their eligibility before applying.
3. Candidates possessing the requisite qualification through Distance Mode/ Correspondence Course/ off Campus are not eligible to apply.
4. Candidates should note that only the date of birth as recorded in the Matriculation / Secondary Examination Certificate on the date of submission of application shall be accepted and no subsequent request for its change will be considered or granted.
5. Category of candidates once submitted in the application form cannot be changed and no benefit of other category will be subsequently admissible.

6. Candidates will have to appear for the online test and medical examination at their own cost.
7. Candidates registered in the local Employment Exchanges will also have to apply online in the prescribed application format along with the requisite fees as indicated in this advertisement, failing which they will not be considered for the selection process. No other mode/means of application will be accepted.
8. 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 Policy.
9. All things being equal, preference will be given to displaced persons who have given their land to Salem Steel Plant.
10. Candidature of a registered candidate is liable to be rejected at any stage of the recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or is not found in conformity with eligibility criteria mentioned in the advertisement. Salem Steel Plant reserves the right to reject the application and no communication in this regard will be made with the applicant.
11. Vacancies shown are provisional and liable to be increased or decreased or may be reduced to nil; in which case Salem Steel Plant is not liable to compensate the applicant for the consequential damages.
12. The prescribed qualification / experience are the minimum and mere possession of the same does not entitle a candidate for written test / physical ability test / interview. SAIL / SSP's decision shall be final in this regard.
13. The advertisement is available at SAIL website www.sail.co.in in "Career" tab. Any subsequent changes if made in the employment notice shall be communicated through the website. Candidates are advised to keep themselves updated of the changes if any.
14. Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets etc will not be allowed within the premises of examination centres.
15. Bringing influence at any stage of the selection process will disqualify the candidate.
16. Candidates should give clear and complete postal address of correspondence, phone number and email address. Salem Steel Plant will not be responsible for any postal delay / wrong delivery/ non-delivery of any communication at any stage of the recruitment process.
17. SSP 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.
18. Management reserve the right to raise/relax the eligibility criteria for screening of candidates.
19. Candidates working in Govt / Semi-Govt. / Public Undertakings will have to produce "No Objection Certificate" from the present employer at the time of interview/trade/skill test.
20. At the time of interview/trade/skill test, if the SC/ST/OBC/EWS/PWBD 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.
21. Candidates must retain SSP's copy of Registration slip or e-receipt as they will be asked to produce it for future reference.
22. No request for change of examination centre will be entertained. However, SAIL/SSP reserves the right to cancel or add any centre depending on the response in that area/centre.

23. Reimbursement of travelling expenses:

- i. No Traveling Expenses would be payable to candidates called for Computer Based Test (CBT) & Medical Examination.
- ii. Outstation candidates attending the Interview for the post of Asst. Manager (Safety) will be reimbursed single to and fro AC3 Tier Rail fare / Bus fare, along with reservation and tatkal booking charges, if any from the normal place of correspondence to the place of Interview by the shortest route on production of original ticket(s), provided the distance covered by rail or road is more than 30 kilometers each way.
- iii. Outstation candidates belonging to SC/ST/PWD categories, attending the Skill Test / Trade Test for the Non-Executive posts will be reimbursed single to and fro Sleeper Class Rail fare / Bus fare along with reservation and tatkal booking charges, if any from the normal place of correspondence to the place of Skill Test / Trade Test by the shortest route on production of original ticket(s), provided the distance covered by rail or road is more than 30 kilometers each way.

24. Court of jurisdiction for any dispute will be at Madras High Court, Chennai.

IMPORTANT DATES:

1	Starting date for submitting applications through Website	27.09.2025
2	Closing date for submitting applications through website	26.10.2025

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