

**STEEL AUTHORITY OF INDIA LIMITED**  
**DURGAPUR STEEL PLANT**  
**Durgapur – 713203 (West Bengal)**

**RECRUITMENT IN SAIL/DSP - 2024**

Advt. No. DSP/Pers/Rectt/2023-24/DR(det)

Date: 03.01.2024

SAIL, a Maharatna CPSE, is a major Steel Maker of the Nation with an annual turnover of over Rs.1,00,000 Crore (FY 2022-23). Durgapur Steel Plant (DSP), a unit of SAIL, invites applications from young, energetic, result oriented & promising talent for filling up the following posts in Executive & Non-executive categories for Durgapur Steel Plant (DSP) & Alloy Steels Plant (ASP) as indicated against each post:

**A. DETAILS OF POSTS & ELIGIBILITY:**

Sl.	Name of Post & Grade	Essential Minimum Qualification & Experience (#) (as on 30.01.2024)	Upper age limit (as on 30.01.2024)	No. of Post(s)
1	Consultant (Chest Medicine) - (E-3)	(i) MBBS with PG Degree/DNB in Chest Medicine / Respiratory Medicine / Pulmonology / Pulmonary Medicine / Tuberculosis & Respiratory Disease / Tuberculosis & Chest Diseases / TB & Chest. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	01
2	Consultant (Obs. & Gynae) - (E-3)	(i) MBBS with PG Degree/DNB in Obstetrics & Gynaecology. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	02
3	Consultant (Orthopaedics) - (E-3)	(i) MBBS with PG Degree / DNB in Orthopaedics. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	02
4	Consultant (Radiology) - (E-3)	(i) MBBS with PG Degree / DNB in Medical Radio – Diagnosis / Radiology / Radio-Diagnosis. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	01
5	Consultant (Surgery) - (E-3)	(i) MBBS with PG Degree / DNB in Surgery / General Surgery / Traumatology & Surgery. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	01
6	Consultant (Blood Bank) - (E-3)	(i) MBBS with PG Degree / DNB in Transfusion Medicine / Immuno-Haematology & Transfusion Medicine. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	01
7	Consultant (General Medicine) - (E-3)	(i) MBBS with PG Degree / DNB in General Medicine / Medicine. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	01
8	Consultant (Paediatrics) - (E-3)	(i) MBBS with PG Degree / DNB in Paediatrics. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	01
9	Manager (Mechanical) - (E-3)	(i) BE / B. Tech (full-time) in Mechanical Engg. from Govt. recognized University / Institution. <b>plus</b> (ii) Post qualification experience (after B.E / B. Tech.) of at least 7 (seven) years in executive cadre in maintenance / troubleshooting of Hydraulics Systems and components such as Pumps, various types of hydraulic control valves and actuators in any Integrated Steel Plant.	35 years	02

10	Manager (Metallurgy) - (E-3)	(i) BE / B. Tech (full-time) in Metallurgy Engg. from Govt. recognized University / Institution. <b>plus</b> (ii) Post qualification experience (after B.E / B. Tech.) of at least 7 (seven) years in executive cadre in Converter/Caster Operation, Blast Furnace Operation in any Integrated Steel Plant.	35 years	04
11	Manager (Chemical) - (E-3)	(i) BE / B. Tech (full-time) in Chemical Engg. from Govt. recognized University / Institution. <b>plus</b> (ii) Post qualification experience (after B.E / B. Tech.) of at least 7 (seven) years in executive cadre in Coke Oven Operation in any Integrated Steel Plant.	35 years	03
12	Manager (Ceramics) - (E-3)	(i) BE / B. Tech (full-time) in Ceramics Engg. from Govt. recognized University / Institution. <b>plus</b> (ii) Post qualification experience (after B.E / B. Tech.) of at least 7 (seven) years in executive cadre in Refractory, Coke Oven Battery in any Integrated Steel Plant.	35 years	02
13	Manager (Mechanical) Projects - (E-3)	(i) BE / B. Tech (full-time) in Mechanical Engg. from Govt. recognized University / Institution. <b>plus</b> (ii) Post qualification experience (after B.E / B. Tech.) of minimum 7 (seven) years in executive cadre in any Integrated Steel Plant which should include at least 3 (three) years job experience in Projects and remaining span/duration of requisite job experience should be either in Projects or Mechanical maintenance of Production units in any Integrated Steel Plant.	35 years	04
14	Manager (Electrical) Projects - (E-3)	(i) BE / B. Tech (full-time) in Electrical Engg. from Govt. recognized University / Institution. <b>plus</b> (ii) Post qualification experience (after B.E / B. Tech.) of minimum 7 (seven) years in executive cadre in any Integrated Steel Plant which should include at least 3 (three) years job experience in Projects and remaining span/duration of requisite job experience should be either in Projects or Electrical maintenance of Production units in any Integrated Steel Plant.	35 years	03
15	Manager (Civil) Projects - (E-3)	(i) BE / B. Tech (full-time) in Civil Engg. from Govt. recognized University / Institution. <b>plus</b> (ii) Post qualification experience (after B.E / B. Tech.) of minimum 7 (seven) years in executive cadre in any Integrated Steel Plant which should include at least 3 (three) years job experience in Projects and remaining span/duration of requisite job experience should be either in Projects or Civil constructions / Civil maintenance in any Integrated Steel Plant.	35 years	02
16	Medical Officer - (E-1)	(i) MBBS from NMC / MCI recognized Medical Institution / College <b>plus</b> (ii) 1 (one) year post qualification experience (after internship) in recognized Medical College / Hospital / Institution.	34 years	07
17	Medical Officer (Occupational Health) - (E-1)	(i) MBBS with Degree / Diploma in Industrial / Occupational Health / AFIH (Associate Fellowship in Industrial Health) from a University / Institute recognized by NMC/ MCI <b>plus</b> (ii) 1 (one) year post qualification experience (after internship) in recognized Medical College / Hospital / Institution	34 years	01
18	Asstt. Manager (Safety) - (E-1) (For ASP)	(i) Bachelor Degree (full time) in Engineering (any discipline) from Govt. recognized University / Institute <b>with</b> Diploma in Industrial Safety (full time) or M. Tech (Safety) (full time) from Govt./ recognized University / Institute <b>and</b> (ii) Post qualification experience of 02 years in relevant field.	30 years	01

19	Operator-cum-Technician (Boiler Operator) - (S-3)	(i) Matriculation with 03 years (full-time) Diploma in Mechanical or Electrical or Chemical or Power Plant or Production or Instrumentation Engineering discipline from Govt. recognized Institute. <b>plus</b> (ii) First Class Boiler Attendant Certificate of Competency.	30 years	10	
20	Attendant-cum-Technician (Trainee) - (S-1) *	Matriculation with Full-time ITI in the relevant trade of (Electrician / Fitter / Machinist) only from Govt. recognized Institute.	28 years	35	
	Electrician				10
	Fitter				15
	Machinist				10

**(\*) Grade on regularization**

**(#) Essential Minimum Qualification & Discipline:**

- i) The required qualification(s) must have been acquired through a regular / full-time course from Universities / Institutions recognized / accredited by council / bodies like University Grant Commission (UGC) / All India Council for Technical Education (AICTE) / Medical Council of India (MCI) / National Medical Commission (NMC) / National Board of Examination (NBE) etc. set up by Central / State government.
- ii) Candidates who have not acquired the prescribed qualification, experience etc., as mentioned above, on or before closing date of submitting application i.e. 30.01.2024 need not apply.
- iii) Upper age limit, essential qualification and post qualification experience shall be considered as on closing date for receipt of application i.e. 30.01.2024
- iv) In respect of the Manager posts (Sl.9 to Sl.15), the qualifying marks in B.E / B. Tech. would be 60% for GEN / OBC-NCL / EWS candidate and 50% for candidates belonging to SC / ST / PwBD category.
- v) For Asstt. Manager (Safety) post for ASP, the qualifying marks in B.E / B. Tech. would be 65% for GEN / OBC-NCL / EWS candidates and 55% for SC / ST/ PwBD candidates.
- vi) Qualifying marks for the posts of Operator-cum-Technician (Boiler Operator) in Diploma Engineering and that of for the posts of Attendant-cum-Technician (Trainee) in ITI will be 50% for GEN/OBC-NCL/EWS candidates & 40% for SC/ST/PwBD candidates.
- vii) The percentage marks shall be arrived at by dividing the total marks obtained by the candidate in all the subjects in all semester(s)/year(s) by aggregate maximum marks multiplied by 100.
- viii) Wherever the University / Institution prescribe CGPA score instead of percentage, the CGPA score will be converted into equivalent percentage as per the norms of the University / Institution to determine the eligibility. **The candidate will have to produce a copy of these conversion norms with respect to his / her University / Institute at the time of Interview / Skill Test / Trade Test** (as applicable). If no norms are specified by the University or Institution, the CGPA score will be converted into percentage on proportionate basis, e.g. the CGPA of 7.5 out of 10 will be treated as 75%.
- ix) Candidates with qualification having combination of disciplines / trade in B.E. / B. Tech. (e.g. B.E. / B. Tech. in Electrical & Instrumentation **OR** B.E. / B. Tech. in Electronics & Telecommunication etc.) **OR** Diploma Engineering (e.g. Diploma in Mechanical & Production Engineering etc.) **OR** discipline/trade other than those mentioned, are not eligible to apply.
- x) In case of qualification acquired from foreign Institute / University, the same may be treated at par with qualification offered by Indian Institutes / Universities **provided** the candidates are able to produce equivalency certificate for such qualification from the Competent Authority.
- xi) Candidates applying for the posts of Managers (Sl.9 to Sl.15) from other PSUs / Govt. should have completed minimum two years in the next below grade / pay scale. [such candidates have to make a declaration to that effect during online application, upload supporting document(s) and if selected, *necessary original documents in support of the same have to be produced during Interview & subsequent stages of selection process*].
- xii) For the posts of Managers (Sl.9 to Sl.15), applications would not be accepted from Departmental candidate.

**NB. Only those candidates who possess the prescribed required qualification with requisite valid certificate in respective discipline / trade and post qualification-experience-certification-registration (wherever applicable) for the respective posts, as specified above on or before closing date of application, should apply.**

**B. RESERVATION:**

Name of Post	No. of Posts	UR	SC	ST	OBC	EWS	PwBD	ESM
Consultant (Chest medicine)	01	01	--	--	--	--	--	--
Consultant (Obs. & Gynae)	02	01	--	--	01	--	--	--
Consultant (Orthopaedics)	02	01	--	--	01	--	--	--
Consultant (Radiology)	01	01	--	--	--	--	--	--
Consultant (Surgery)	01	01	--	--	--	--	--	--
Consultant (Blood Bank)	01	01	--	--	--	--	--	--
Consultant (General Medicine)	01	01	--	--	--	--	--	--
Consultant (Paediatrics)	01	01	--	--	--	--	--	--

Manager (Mechanical)	02	02	--	--	--	--	--	--
Manager (Metallurgy)	04	03	--	--	01	--	--	--
Manager (Chemical)	03	03	--	--	--	--	01	--
Manager (Ceramics)	02	02	--	--	--	--	--	--
Manager (Mechanical) Projects	04	03	--	--	01	--	--	--
Manager (Electrical) Projects	03	03	--	--	--	--	01	--
Manager (Civil) Projects	02	02	--	--	--	--	--	--
Medical Officer	07	04	01	--	02	--	02	--
Medical Officer (Occupational Health)	01	01	--	--	--	--	--	--
Asstt. Manager (Safety) for ASP	01	01	--	--	--	--	--	--
Operator-cum-Technician (Boiler Operator)	10	05	02	--	02	01	--	1
Attendant-cum-Technician (Trainee)								
Electrician	10	05	02	--	02	01	--	1
Fitter	15	06	04	01	03	01	01	1
Machinist	10	05	02	--	02	01	--	1

- Reservation will be provided as per the Presidential Directives/Govt. Guidelines for the reserved category of candidates.
- Reservation for Persons with Benchmark Disabilities (PwBD) / Ex-Servicemen (ESM) will be on horizontal basis. In case of PwBD candidate, only person with **minimum 40% disability** can apply for the respective post as per following category:

Posts	Identified suitable for
Manager (Chemical)	a) HH, b) OA, OL, Dw, AAV c) SLD, MI & d) MD involving (a) to (c)
Manager (Electrical) Projects	a) D, HH b) OL, Dw, AAV c) ASD (M), SLD, MI & d) MD involving (a) to (c)
Medical Officer	a) OA, OL, BL, LC, Dw, AAV b) SLD c) MD involving (a) to (b)
Attendant-cum-Technician (Trainee) - Fitter	a) B, LV b) D, HH c) OL, BL, LC, Dw, AAV d) ASD (M), SLD, MI e) MD involving (a) to (d)

#### **Abbreviations used:**

AAV: Acid Attack Victims, ASD: Autism Spectrum Disorder (M-Mild), B: Blind, BL: Both Leg, Dw: Dwarfism, D: Deaf, HH: Hard of Hearing, LC: Leprosy Cured, LV: Low Vision, OA: One Arm, OL: One Leg, MI: Mental Illness, MD : Multiple Disabilities, SLD: Specific Learning Disability

#### **Note:**

- Candidates will be required to produce the following certificates (wherever applicable) issued by the Competent Authority at the time of Interview / Skill Test / Trade Test:
  - Caste Certificate (SC/ST), valid on the closing date of receipt of application, in the prescribed format as available in Company's website [www.sail.co.in](http://www.sail.co.in) for appointment to posts under Government of India / Central Government / Public Sector Undertaking, for claiming benefits of reservation under SC/ST category for the respective post.
  - OBC (Non-Creamy Layer) certificate, valid in the current financial year (i.e. **issued between 01.04.2023 to 31.03.2024 or date of Interview / Skill Test / Trade Test** whichever is earlier for the FY 2023-24), in the prescribed format alongwith self-declaration, as available in Company's website [www.sail.co.in](http://www.sail.co.in), for claiming benefits of reservation as OBC for respective post.  
OBC candidates belonging to 'Creamy layer' are not entitled to OBC concession and such candidates have to indicate their category as General.
  - Income and Assets Certificate, valid in the current financial year (i.e. **issued between 01.04.2023 to 31.03.2024 or date of Interview / Skill Test / Trade Test** whichever is earlier for the FY 2023-24), in the prescribed format as available on company's website [www.sail.co.in](http://www.sail.co.in) for claiming benefits of reservation as Economically Weaker Section (EWS).
  - Disability certificate with clear mention of Degree (percentage) of disability, issued by duly constituted Medical Board as per Govt. guidelines, valid on the closing date of receipt of application, for claiming benefits admissible to PwBDs under the Act for the respective post. They have to satisfy the relaxed Physical Standards required for the post.
- In case of ESM candidate, upper age limit is relaxable for the respective post(s) as per Government directives.
- Candidates from reserved category can also apply against the unreserved posts provided they fulfil the eligibility criteria for unreserved category.
- If the SC/ST/OBC-NCL/EWS/PwBD certificate has been issued in a language other than English / Hindi, the candidates will be required to produce a self-certified translated copy of the same either in English or Hindi.

Category (SC/ST/OBC-NCL/EWS/PwBD/ESM) once entered in the online application form, will not be allowed to change and no benefit of other category will be admissible later on.

### **C. AGE RELAXATION:**

- (i) Date of birth should be as per Matriculation or equivalent examination.
- (ii) Relaxation in maximum age limit to SC, ST, OBC-NCL and PwBD for the respective post(s) will be provided as per Presidential Directives/Govt. Guidelines which is as follows:

SC/ST	OBC (Non Creamy Layer)	PwBD
5 years	3 years	10 years for General, 15 years for SC/ST and 13 years for OBC

- (iii) The upper age limit specified is applicable to General and EWS Category Candidates.
- (iv) For departmental candidates (existing employees of SAIL), upper age limit is relaxable by 10 years over & above the corresponding upper age limit. However, the upper age limit will be 45 years for E-1/ S-3 level posts, irrespective of the category of the candidates.
- (v) ESM, who have put in not less than 6 months continuous service in armed forces, will be allowed age relaxation to the extent of military service plus three years against respective reserved / unreserved post as per Govt. guidelines.

#### **D. PHYSICAL STANDARDS:**

Parameter	Required Standard	
	Male	Female
Height	155 cm for engg 150 cm for non-engg.	143 cm
Weight	45 kg	35 kg

**Note:** The health standards indicated above are minimum pre-requisites. Before applying, candidates must ensure that they possess the above-mentioned Physical Standards. However, selection of candidates is subject to being found medically fit for the respective posts by the medical board / officer of the Company as per prescribed rules / norms of the Company.

#### **E. MODE OF SELECTION:**

- (i) Eligible applicants will be required to appear for Interview for the posts Consultant (E-3).
- (ii) Eligible candidates for other posts (both executive and non-executive category – (Sl.9 to Sl.20 of point A above) will be required to appear for Computer Based Test (CBT). Based on marks secured in the CBT, candidates will be shortlisted post-wise category-wise for interview / skill test / trade test in the ratio of 1:3 in order of merit. If the cut-off marks, so arrived at, are obtained by more than one candidate – all of them will be called for Interview / Skill Test /Trade Test (as applicable). In case of Interview (for Executive category posts only), the weightage ascribed to different components of the selection process, i.e., CBT and Interview will be 80:20. Skill Test / Trade Test (for Non-executive posts) will be of qualifying nature.

***However, for posts at Sl.9 to Sl.18, candidates may be required to appear for interview directly (without CBT) in case sufficient numbers of eligible applications are not received for the post(s) as per policy of the Company.***

- (iii) In case of CBT, the same will be held simultaneously in single / multiple sessions at different test centres. The information regarding the test schedule will be provided in the Admit Card / Call letter.
- (iv) In respect of Manager posts, applicants have to upload the following documents while submitting online application for screening of eligible candidates for the online CBT:
- Pass Certificate of B.E. / B. Tech. of relevant discipline.
  - Relevant experience certificate(s).
  - Document(s) in support of relevant experience of minimum two years in the next below grade / pay scale, if applying from other PSUs/ Govt.
- (v) In respect of Asstt. Manager (Safety) post, applicants have to upload the following documents while submitting online application for screening of eligible candidates for the online CBT:
- Pass Certificate of B.E. / B. Tech. of relevant discipline and Diploma in Industrial Safety / M. Tech (Safety)
  - Relevant experience certificate(s).
- (vi) In respect of Operator-cum-Technician (Boiler Operator) post, applicants have to **upload** the following documents while submitting online application for screening of eligible candidates for the online CBT:
- Pass certificate of Diploma Engineering of relevant discipline
  - Valid 1<sup>st</sup> Class Boiler Attendant Competency Certificate issued by the Competent Authority.
- (vii) Depending upon need of the organization, SAIL/DSP reserves the right to conduct screening of applicants / shortlisting based on scan copy of the requisite document / certificate/ testimonial(s)

uploaded by the respective candidate w.r.t. eligibility criteria specified. Accordingly, Admit Card for CBT may be issued only to those candidates thus found provisionally eligible.

(viii) Information for CBT, Interview / Skill Test / Trade Test and Pre-employment Medical Examination (PME) schedule etc. will be provided in the SAIL website (www.sail.co.in) and/or through SMS / email.

## F. TEST CENTRES:

- (i) The CBT (wherever applicable) for the above posts will be conducted in the following cities:
- a. Bhubaneswar    b. Hyderabad    c. Kolkata-Howrah    d. Mumbai / Navi Mumbai / Thane  
e. Delhi / NCR    f. Patna    g. Ranchi
- b. Candidates are required to indicate their choice of cities as mentioned above for the CBT as per their preference.
- c. SAIL/DSP may cancel or add any centre and allocate test centre(s) as per availability / requirement.
- d. No request for change of examination centre shall be entertained.

## G. TRAINING:

- i) Candidates selected as Attendant-cum-Technician (Trainee) will be placed on training for a period of 2 (two) years and on successful completion of training, they shall be regularized at the minimum basic pay of the respective pay-scale.
- ii) The selected candidates will be paid consolidated pay during their training period as per rates given below:

Post	Monthly Consolidated Pay	
	1 <sup>st</sup> year	2 <sup>nd</sup> year
Attendant-cum-Technician (Trainee)	Rs.12,900/-	Rs.15,000/-

During the period of 2 years training, trainees will also get medical facility for self, spouse and dependent children and leave etc. as per the rules of the Company.

- iii) Candidates selected as Operator-cum-Technician (Boiler Operator) shall be placed directly at the minimum basic pay of the pay-scale of S-3 grade.

## H. EMOLUMENTS AND OTHER BENEFITS:

- (i) For Executive Posts

Post - Grade	Scale of Pay
Medical Officer and Asstt. Manager (Safety) – (E-1)	Rs. 50,000 - 3% - Rs.1,60,000/- On successful completion of one year of service, they will be placed in the pay scale of Rs. 60,000 - 3% - Rs.1,80,000/-
Consultant and Manager – (E-3)	Rs.80,000 - 3% - Rs.2,20,000/-

- (ii) For Non-Executive Posts:

Post - Grade	Scale of Pay (*)
Attendant-cum-Technician (Trainee) – (S-1)	Rs.25,070-3%- Rs.35,070/-
Operator-cum-Technician (Boiler Operator)	Rs.26,600-3%- Rs.38,920/-

(\*) for trainees on regularization in respective grade.

The emoluments will include basic pay, applicable industrial dearness allowance, and benefits such as Provident Fund, Gratuity (as per ceiling prescribed under Payment of Gratuity Act, 1972), perquisites under cafeteria approach, Non Practicing Allowance – NPA (For Medical Officer & Consultant doctor posts only), free medical facility for self & eligible dependent(s) etc. as per rules of the Company in vogue.

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.

## I. APPLICATION & PROCESSING FEE (including GST):

Post	Application & Processing Fees for GEN/OBC/EWS candidates	Processing Fees for SC/ST/PwBD/ESM/ Departmental candidates
Asstt. Manager (Safety), Manager, Medical Officer and Consultant	Rs.700/-	Rs.200/-
Operator-cum-Technician (Boiler Operator)	Rs.500/-	Rs.150/-

Attendant-cum-Technician (Trainee)	Rs.300/-	Rs.100/-
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## J. **HOW TO APPLY:**

Eligible and interested candidates would be required to apply online through SAIL's website: [www.sail.co.in](http://www.sail.co.in) (Careers). **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.

Before registering their application on the website, the candidates should note and ensure the following:

- (i) Candidates are advised to read carefully instructions before online submission of application, which will be available in the website itself.
- (ii) Candidates applying for the post should ensure that they fulfill all the eligibility criteria as per the advertisement. Their admission at every stage will be purely provisional, subject to their satisfying the prescribed eligibility criteria, which will be verified at the time of Interview / Skill Test / Trade Test, PME & Joining. However, if on verification at any stage of the selection process, it is found that they do not fulfill any of the eligibility criteria or unable to produce valid documentary proof in support of eligibility criteria, their candidature for the post will be cancelled forthwith.
- (iii) Candidate should have valid personal e-mail ID & working Mobile Number, which should remain valid & active till completion of the entire selection process.
- (iv) Candidates should have latest passport size recognizable colour photograph in .jpg or .jpeg file only of size upto 50 kb (taken against a white background and candidate must ensure that they are not wearing sun goggles, dark glasses etc.) as well as photograph of signature in .jpg or .jpeg file only of size upto 20 kb (running full signature and not individual alphabet OR CAPITAL LETTER OR initials) in digital format for uploading with the application form. Candidates should ensure that copies of the same photograph are retained and should be affixed/used for the entire selection process whenever required. Candidates are also advised not to change their appearance till the process is completed. Failure to produce the same photograph at various stages of the process or doubt about identity at any stage could lead to disqualification.
- (v) **Candidates applying for the post of Manager, Asstt. Manager, Operator-cum-Technician (Boiler Operator) shall have to upload the scan copy(ies) (pdf/PDF file) of the desired certificate(s) / document(s) as under [maximum size of each PDF file/attachment should not be more than 400 KB]:**

Post	Documents to be uploaded
Manager	(i) Pass Certificate of B.E. / B. Tech. of relevant discipline. (ii) Relevant experience certificate(s). (iii) Document(s) in support of relevant experience of minimum two years in the next below grade / pay scale, if applying from other PSUs/ Govt.
Asstt. Manager (Safety)	(i) Pass Certificate of B.E. / B. Tech. (ii) Pass certificate Diploma in Industrial Safety (full time) OR M. Tech (Safety) (full time). (iii) Relevant experience certificate(s).
Operator-cum-Technician (Boiler Operator)	(i) Pass Certificate of Diploma Engineering of relevant discipline. (ii) Valid First Class Boiler Attendant Competency Certificate.

- (vi) Candidate must write his / her name as it appears in the Matriculation certificate or equivalent examination. In case of candidates who have changed their name, they will be allowed to appear for CBT / Interview / Skill Test / Trade Test or subsequent stages of selection process, if & only if, they are able to produce original Gazette notification / their original marriage certificate / affidavit in original.
- *Mere issue of Admit Card for CBT OR Call Letter for Interview / Skill Test / Trade Test (as applicable) or Letter for Pre-employment Medical Examination (PME) or Offer of Appointment will not imply acceptance of candidature. Candidature of a registered candidate is liable to be rejected / cancelled at any stage of recruitment process, even on joining or thereafter, if any information provided by the candidate is found to be false or not in conformity with the eligibility conditions / criteria or if candidate fails to produce valid documentary proof in support of his / her eligibility or if candidate found unfit in the PME.*

## K. **Submission of online application form:**

- (i) Go to SAIL "Careers" page at [www.sail.co.in](http://www.sail.co.in) or <http://sailcareers.com>
- (ii) Read the advertisement carefully to be sure about eligibility.
- (iii) Go through the User Manual available on the site and follow the steps as mentioned.
- (iv) Click on "Login" or "Apply"
- (v) If new user, complete One Time Registration first and then go to "Registered User" and go further by using **User ID & Password**.
- (vi) The applicant is required to **fill** the required information and **upload** the **Photograph & Signature** of the applicant and also the **required certificate(s) / document(s)** as mentioned above.
- (vii) Once all the required details are entered, the candidate is required to Review the details entered and **Confirm**. Once Confirmed, no edit will be allowed.

- (viii) Make requisite **payment** of Application &/or Processing Fee through online mode. The link for payment will be available after application is completed. Candidate will have to bear charges in addition to Application / processing fee.
- (ix) Submit the application after completion of all requisite steps and take a **Print out** of the application having **Application ID**.
- (x) No request for editing of payment details and issue of Admit card will be entertained in wrong submission cases and candidature will stand rejected.
- (xi) The above steps are only indicative. Candidates are required to adhere to the steps as displayed on the on-line screen for making payment.

**After applying online, candidate is required to download the system generated Registration Slip with Application ID and is to be retained for future reference / submission.**

**Note:** While filling the online application, candidates must carefully follow all the steps and must read the on-screen instructions very carefully. Incomplete application, application without photograph, signature & required certificate(s) / document(s) (wherever applicable) / 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-DSP 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. Fees once paid cannot be refunded under any circumstances. Candidates are therefore advised to verify their eligibility before paying the application fees & fill-in the payment details carefully.

**L. IMPORTANT:**

All correspondence with candidates shall be done through e-mail / SMS only. All information regarding examination/interview-skill test-trade test schedule / Admit Card / Result of CBT or call letters / intimation regarding final selection etc. shall be provided through email / SMS or uploading on SAIL website. The candidate will be responsible for receiving, downloading and printing of Admit Card for CBT or Call Letter for Interview / Skill Test / Trade Test (as applicable) or letter for PME or any other information. SAIL / DSP will not be responsible for any loss of email / SMS sent, due to invalid / wrong email ID / Mobile Number provided by the candidate or for delay / non receipt of information if a candidate fails to access his / her email / mobile / website in time or due to network related data loss. Candidates will be allowed to appear in the CBT / Interview / Skill Test / Trade Test only if they possess valid **Admit Card / Call Letter** with identifiable photograph of the candidate.

**M. GENERAL:**

- (i) Candidate must be an Indian national.
- (ii) Minimum age of employment in SAIL/DSP is 18 years.
- (iii) Candidates not fulfilling the requirements specified in this advertisement need not apply.
- (iv) Candidates possessing the requisite qualification through Distance Mode / Correspondence Course / Off Campus are not eligible to apply.
- (v) Candidature of a 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. The candidate shall be wholly / exclusively responsible for the information / details so filled/provided in his/her online Application Form & the document(s) provided.
- (vi) Candidates will be considered for being called for the CBT / Interview / Skill Test / Trade Test based on the information provided by them in their online applications. As Date, Time & Place of CBT / Interview / Skill Test / Trade Test etc. will be intimated to eligible / short-listed candidates through email / SMS &/or website, candidates should ensure that information provided in the application are correct and periodically check the website for updates (if any).
- (vii) Applications received after the closing date i.e. **30.01.2024** will not be considered. SAIL/DSP will not be responsible for any loss / delay / wrong delivery / non-delivery of communication at any stage of recruitment process.
- (viii) ESM candidates are required to produce civil equivalence certificate of his / her military qualification from the Competent Authority including percentage of marks obtained in the examination w.r.t. the essential minimum qualification specified, at the time of Interview / Skill Test / Trade Test (as applicable) & subsequent stages of selection, wherever required.
- (ix) Posts advertised are tentative. SAIL/DSP reserves the right to reject any application(s) OR cancel / restrict / modify / alter the requirements / recruitment-selection process as advertised, if need so arise, without issuing any further notice or assigning any reason thereto; in which case SAIL/DSP is not liable to compensate the applicant for the consequential damages.



- (x) There may be biometric scanning and verification of the candidates during different stages like CBT, Interview / Skill Test / Trade Test, pre-employment medical examination and joining.
- (xi) Candidates should retain the copy of E-receipt of Application &/or Processing Fee as they can be asked to produce it for future reference.
- (xii) Any Corrigendum / Addendum / Notice etc. (if any), w.r.t. this advertisement will be made available on website [www.sail.co.in](http://www.sail.co.in) only. Candidates are therefore advised to refer to the above website periodically for updates (if any).
- (xiii) Please note that there is possibility that date of CBT / Interview / Skill Test / Trade Test for more than one post/discipline/trade may fall on same day/time.
- (xiv) Filling up of vacancies is solely at the discretion of the management based on suitability of candidates and no claim will arise for appointment, if some of these vacancies are not filled due to unsuitability of available candidates or insufficiency in number of candidates.
- (xv) Candidates are advised in their own interest to apply online much before the closing date and not to wait till the last date for submitting the application &/or processing fee to avoid the possibility of disconnection / inability / failure to log on to the website on account of heavy load on internet / website jam. SAIL/DSP does not assume any responsibility for the candidates not being able to submit their applications within the closing date of application on account of the aforesaid reasons or for any other reason beyond the control of the SAIL/DSP.
- (xvi) The PwBD candidates who are visually impaired and other candidates whose writing speed is affected permanently for any reason and are eligible to avail facility of scribe as per Govt. guidelines, are require to indicate the same while filling-up online application and have to declare authenticity / requirement as per Govt. Guidelines.

Such candidate shall be eligible for compensatory time of 20 minutes for every hour of the CBT whether they avail the facility of scribe or not. **These candidates are required to produce the requisite original Medical certificate as per Govt. guidelines (available at the website) at the time of CBT &/or Interview / Skill Test / Trade Test and subsequent stages of selection in support of their eligibility for availing such benefits.**

- (xvii) Only candidates registered for compensatory time will be allowed such concessions.
- (xviii) Both the candidate as well as scribe will have to give a suitable undertaking at the time of CBT and subsequent stages of selection confirming that the scribe fulfills all the stipulated eligibility criteria for a scribe as per norms. In case if it later transpires that he/she did not fulfill any laid down eligibility criteria or suppressed material facts, the candidature of the applicant will stand cancelled, irrespective of the CBT result.
- (xix) Candidates employed in Govt. Departments / PSUs / Autonomous Bodies shall have to produce NOC from the employer at the time of Interview / Skill Test / Trade Test (as applicable). In case of selection, candidates will be required to produce proper discharge certificate / release order from the employer at the time of taking up the appointment.
- (xx) **PAYMENT OF TRAVELLING EXPENSES:**
  - a) No Travelling Expenses would be payable to candidates called for CBT and Pre-Employment Medical Examination.
  - b) For the posts of Asstt. Manager (Safety), Medical Officer, Manager & Consultant, outstation candidates attending the Interview at Durgapur or any other specified location will be reimbursed single to and fro AC-3 Tier Rail fare along with reservation and tatkal booking charges (if any), from the normal place of correspondence address to the place of Interview by the shortest route, on production of proof of journey, provided the distance covered by rail or road is more than 30 kilometers each way.
  - c) In respect of Attendant-cum-Technician (Trainee) and Operator-cum-Technician (Boiler Operator), for SC/ST/PwBD candidates, appearing for Skill Test / Trade Test to & fro travelling expenses to the extent of 2<sup>nd</sup> Class Sleeper Rail fare along with reservation and tatkal booking charges (if any) by the shortest route will be reimbursed, on production of proof of journey, provided the distance covered by rail or road is more than 30 kilometers each way.
  - d) For candidates travelling by a class / mode higher than the entitlement or by road, reimbursement will be restricted to the maximum of the entitled class only.
- (xxi) Court of jurisdiction for any dispute will be at Durgapur.

**N. IMPORTANT DATES:**

Receipt of applications	
Opening date	Closing date
09.01.2024 (Tuesday)	30.01.2024 (Tuesday)