

Post	Discipline	Age as on 04/12/2018	Qualification & Experience*	Qualifying Marks
Operator-cum-Technician (Trainee)	Mechanical/ Metallurgy/ Electrical / Electronics / Instrumentation	From 18 years to 28 years	Matriculation with 03 years full time Diploma in Engineering in the relevant discipline of Mechanical/ Metallurgy/ Electrical/ Electronics/ Instrumentation from Govt. recognized institute.	Qualifying Marks in Diploma in Engineering: 50% for GEN/OBC candidates and 40% for SC/ST/PWD/ Departmental Candidates
Operator-cum-Technician (Boiler Operator) (S-3)	Boiler Operation	From 18 years to 30 years	Matriculation with 03 years full time Diploma in Mechanical/ Electrical/ Chemical/ Power Plant/ Production/ Instrumentation Engineering from Govt. recognized institute with First Class Boiler Attendant Certificate of Competency.	

* Qualification must be from Universities or Institutes recognized / accredited by council/bodies like UGC/AICTE/NCVT/SCTE&VT set up by Central / State Government. Candidates having prescribed qualification, experience etc, as given above, can apply against relevant posts and Discipline. Candidates who have not acquired the prescribed qualification, experience etc, as mentioned above, on or before closing date of submitting application i.e. 04/12/2018 need not apply.

C] EMOLUMENTS & OTHER BENEFITS:

1. For the post of Jr. Manager (Safety) (E-1)

Candidates selected for the post of Jr. Manager (Safety) shall be considered for regular employment in E-1 grade in the Scale of Pay of Rs. 20600-3%-46500/-. After completion of one year of service, they shall be considered in E-1 grade in the Scale of Pay of Rs. 24900-3%-50500/- (Pay scale under revision w.e.f. 01/01/2017). In addition to Basic Pay and Industrial DA, they shall also be entitled to get Perquisites under cafeteria approach, Contributory Provident Fund, Gratuity as per Gratuity Act, free Medical Treatment for self and family etc., as per rules of the Company. In addition, House Rent Allowance will be paid only where company accommodation is not available.

2. For the post of Operator-cum-Technician (Boiler Operator) (S-3)

Candidates selected for the post of Operator-cum-Technician (Boiler Operator) (S-3) shall be considered for regular employment in S-3 grade in the Scale of Pay of Rs.16800-3%-24110/- (Pay scale under revision w.e.f. 01/01/2017). The emoluments will include Basic Pay, Industrial Dearness Allowance, reimbursement of Local Traveling Expenses and other facilities such as medical facility for self and family, contributory provident fund, gratuity (as per ceiling prescribed under payment of Gratuity Act, 1972), LTC/LTA etc. as per rules of the Company. In addition, House Rent Allowance will be paid only where company accommodation is not available.

3. For the post of Operator-cum-Technician (Trainee)

- (i) Candidates selected for the post of Operator-cum-Technician (Trainee) will be required to undergo, on the job training, for a period of 2 (two) years, which can be extended for a further period of 2 (two) years, as per requirement.
- (ii) During the training period, they will be paid consolidated pay of Rs.10700/- per month for the 1st year and Rs.12200/- per month for the 2nd year of training. On successful completion of training, they shall be considered for regular employment in S-3 grade in the Scale of Pay of Rs.16800-3%-24110/- (Pay scale under revision w.e.f. 01/01/2017). During the period of training, they will also get medical facility for self, spouse and dependent children, leave etc. as per rules of the company.

On their regularization in S-3 grade, the emoluments will include Basic pay and Industrial DA, reimbursement of Local Traveling Expenses and other facilities such as free medical treatment for self and family, Contributory Provident Fund, Gratuity (as per ceiling prescribed under payment of Gratuity Act,1972), LTC/LTA, as admissible under rules of the Company. In addition, House Rent Allowance will be paid only where company accommodation is not available.

D] PHYSICAL STANDARD:

a) For the post of Jr. Manager (Safety) (E-1)

Physical Standard	Male	Female
Height	155 cms	143 cms
Weight	45 Kgs	35 Kgs
Chest measurement	72 cm & 75 cms on expansion	75 cm & 79 cms on expansion
Visual Parameters		
Distant Vision	6/9 with or without glasses or 6/6 and 6/12 in the other eye with or without glass.	
Near Vision	J1 both eyes with or without glass. Power of glasses not to exceed ± 4.0 D.	
Colour Vision	Essential. Night blindness will be a disqualification.	
Binocular Vision	Essential. Surgically operated and corrected squint will be acceptable.	
Hearing Parameter	Normal (Relaxable upto 30 db in speech frequency).	

b) For the post of Operator-cum-Technician (Trainee) and Operator-cum-Technician (Boiler Operator) (S-3)

Physical Standard	Male	Female
Height	155 cms	143 cms
Weight	45 Kgs	35 Kgs
Chest measurement	75 cm & 79 cms on expansion	70 cm & 73 cms on expansion
Visual Parameters		
Distant Vision	6/12 with or without glasses.	
Near Vision	J1 or N6 both eyes. Power of glasses not to exceed ± 4.0 D.	
Colour Vision	Normal in Lantern test with maximum aperture. Night blindness will be a disqualification.	
Binocular Vision	Essential. Surgically operated and corrected squint will be acceptable.	
Hearing Parameter	Normal (Relaxable upto 30 db in speech frequency).	

The health 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 Medical & Health Manual.

E] MODE OF SELECTION:

Post	Selection Procedure
Jr. Manager (Safety) (E-1)	Eligible candidates will be required to appear in the Written Test in Hindi/English on the appointed date. However, the knowledge in Odia language will also be assessed. The duration of the test would be two hours. The minimum qualifying marks in the written test for unreserved posts will be determined based on 50 percentile score. For SC/ST/OBC (Non-creamy Layer) candidates, the minimum qualifying marks will be 40 percentile score. Candidates, who qualify in the written test, will be shortlisted for Interview in order of merit, at the ratio of 1:3. The weightage of written test and interview marks will be 80:20. For final selection, merit lists of the candidates will be prepared on the basis of combining 80% of marks secured in the written test and 20% of marks secured in the interview.
Operator-cum-Technician (Trainee) and Operator-cum-Technician (Boiler Operator) (S-3)	Eligible candidates will be required to appear in the Written Test in Hindi/ English on the appointed date. The duration of the test would be two hours. The minimum qualifying marks in the written test for unreserved posts will be determined based on 50 percentile score. For SC/ST/OBC (Non-creamy Layer)/PWD candidates, the minimum qualifying marks will be 40 percentile score. Candidates, who qualify in the written test, will be shortlisted for skill test / trade test in order of merit, at the ratio of 1:3 for each post/discipline. Skill Test / Trade Test shall be qualifying in nature. The weightage of written test will be 100%. For final selection, merit lists of the candidates, who qualify in the Skill Test / Trade Test, will be drawn on the basis of marks secured in the written test.

F] TEST CENTRES:

- a) The Written Test for the post of Jr. Manager (Safety) shall be conducted at **Rourkela**.
- b) The Written Test for the post of Operator-cum-Technician (Trainee) and Operator-cum-Technician (Boiler Operator) (S-3) shall be conducted in 04 cities as given below:

- | | |
|---------------------|-----------------------|
| 1. Rourkela | 3. Bhubaneswar |
| 2. Sambalpur | 4. Cuttack |

Candidates shall indicate their choice of cities from among those mentioned above for written test as per their preference. We may cancel or add any centre and allocate test centres as per availability.

- c) No request for change of examination centre shall be entertained.
- d) Date, Time & Place of the Written Test and Interview/Skill Test/Trade Test will be intimated to eligible / short-listed candidates through E-mail/SMS and SAIL website.

G] RESERVATIONS:

1. The reservation of posts for SC/ST/OBC category is as per Presidential Directives.
2. Reservation for Persons with Disabilities (PWD) and Ex-Serviceman (ESM) shall be on horizontal basis as per the prevailing rules. If suitable ESM candidates are not available for filling up of posts reserved for ESM, the same will be filled up by candidates other than ESM.
3. PWDs belonging to categories of disability mentioned against each post / discipline above and having disability of 40% or more shall only 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.

H] AGE RELAXATION:

1. The maximum age is relaxable by 5 years for SC/ST candidates. Short-listed candidates called for interview/skill test/trade test will be required to produce Scheduled Caste/Scheduled Tribe Certificate issued by the Competent Authority in the prescribed format as available on company's website www.sail.co.in.
2. The maximum age is relaxable by 3 years for OBC (Non-creamy Layer) candidates. Short-listed candidates called for interview/skill test/trade test will be required to produce **Other Backward Class Certificate** issued on or after 01/04/2018 by the Competent Authority and self declaration in the prescribed formats as available on company's website www.sail.co.in.
OBC candidates who belong to "Creamy Layer" are not entitled for OBC concession and such candidates should indicate their category as "General".
3. In the case of Persons with Disability category, maximum age is relaxable by 10 years for GENERAL, 15 years for SC/ST and 13 years for OBC candidates. Short-listed candidates called for interview/skill test/trade test will be required to produce **Disability Certificate** issued by the Competent Authority in the format as available on company's website www.sail.co.in.
4. In case of Ex-Servicemen, maximum age is relaxable as per Government directives.
5. For Departmental candidates (employees of SAIL), the upper age limit shall be 45 years irrespective of the caste/category of the candidates.

I] APPLICATION FEE:

- (i) Candidates belonging to General/OBC category will be required to pay Application Fee, as given below. Candidates will have to bear the Bank charges, if any in addition to the applicable Application Fee.
 - (a) Rs.500/- (Rupees Five Hundred only) for the post of **Jr. Manager (Safety) (E-1)**.
 - (b) Rs.250/- (Rupees Two Hundred & Fifty only) for the post of **Operator-cum-Technician (Trainee) and Operator-cum-Technician (Boiler Operator) (S-3)**.
- (ii) **SC/ST/PWD/ESM/Departmental candidates are exempted from payment of Application Fee.**

J] MODE OF PAYMENT OF FEE:

State Bank of India (SBI) has been authorized to collect the application fee through **SB Collect** on behalf of SAIL/RSP. Candidates will be required to pay Application Fee through **Net Banking or Credit / Debit Card or System generated Challan Form**, after filling the required details in the online application at www.sail.co.in. In case of payment through Challan Form, the **SBI branches will accept the fee from 05/11/2018 to 04/12/2018 during working hours**. Fee shall not be collected by any other mode. Fee once paid shall not be refunded under any circumstances.

K] HOW TO APPLY:

Eligible and interested candidates would be required to apply online only through SAIL's website www.sail.co.in at the link "Careers". No other means / mode of application shall be accepted. To apply, 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, candidates should ensure the following:

- (a) Have a valid E-mail ID and Mobile No. which should remain valid for at least one year.
- (b) Candidate should have latest passport size coloured photograph (.jpg or .jpeg file only upto 50 kb) as well as photograph of own signature in digital format (.jpg or .jpeg file only upto 20 kb) for uploading with the application form.
- (c) **Candidates applying for the post of Jr. Manager (Safety) (E-1) shall upload the scan copy of Experience Certificate(s) showing relevant post qualification experience with the online application form.**
- (d) Candidates can opt to pay the application fee through Net Banking / Credit Card / Debit Card or Challan Form.
- (e) While submitting the application online, candidates should note the following:
 - (i) SAIL/RSP will not undertake detailed scrutiny of applications for eligibility and other aspects at the time of written examination, and therefore, the candidature is accepted 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. In case of change of name at a later stage, necessary documentary proof to be submitted at the time of interview/skill test/trade test.
 - (iv) Category (General/SC/ST/OBC/PWD/ESM) once submitted in the online application cannot be changed and no benefit of other category will be subsequently admissible.
 - (v) 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.
 - (vi) Candidates appearing in the **Interview / Skill Test / Trade Test** would be required to furnish certificates / documents in original regarding proof of date of birth, caste / category, qualification, experience, PWD/ESM status, Registration slip, E-receipt / Challan Form of Application Fee etc. at the time of interview / skill test / trade test as per intimation given to the short-listed candidates.
- f) **The registration process involves following three steps:**

Step – 1: Filling up of Application

- Go to SAIL "Careers" link page to www.sail.co.in or <http://sailcareers.com>
- Read the advertisement carefully to be sure about your eligibility.
- Click on the link "Apply".
- Fill up all the required fields and **upload scan copy of Experience Certificate(s), wherever applicable.**
- Ensure the information provided is correct and then submit.
- Candidates are required to note the Registration Number for future reference.

Step – 2: Make Payment (for GEN/OBC candidates only)

- Click on "Make Payment" which will take you to **SB Collect** page of State Bank of India, which has been authorized to collect the application fee charges on behalf of SAIL, Rourkela Steel Plant.
- Click on "**SAIL RSP RECTT JR. MANAGER (SAFETY) 2018 or SAIL RSP RECTT OCTT/OCT (BOILER OPTR) 2018**" from the pull down menu.
- Next Screen – Fill Registration No., Name, Date of Birth, Email ID and Mobile number etc. on the payment portal, Ensure that the same Email ID and Mobile number details are used during the whole registration process. Please check / verify the data on this screen and click on the '**Confirm**' button to proceed to the payment screen. SAIL-RSP or SBI will not be responsible, in case a candidate deposits the fee against a different Registration No.
- Submit the payment through Net Banking / Credit Card / Debit Card or system generated Challan Form having SBI Reference No.
- In case of payment through Challan Form, the **SBI branches will accept the fee from 05/11/2018 to 04/12/2018 during working hours.**
- Candidate will have to bear the bank charges, if any in addition to the application fee.
- On successful payment, the candidate shall be prompted to print the e-receipt. Note down the SB Collect Reference No. as the same would be required during Step – 3 i.e. "Final Registration" stage of the Registration process.

Step – 3: Final Registration and Printing of Provisional Registration Slip

- Once the payment is made, State Bank Collect Reference No. and date of payment is required to be entered in the SAIL website to generate the Provisional Registration Slip.
- Candidates should retain a photocopy of their e-receipt and Registration Slip as they can be asked to produce them for reference, at any stage of selection process.
- In case a candidate deposits the fee in a wrong account / after the due date or doesn't finally submit application form with payment details, application will be rejected as incomplete and SAIL-RSP will not be responsible.
- No request for editing of payment details and issue of Admit Card will be entertained in wrong submission cases and candidature will stand rejected.

After applying online, a candidate is required to download the system generated Registration Slip with unique registration number.

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-RSP 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.

L] IMPORTANT:

All correspondence with candidates shall be done through Email/SMS only. All information regarding "Test Schedule/Admit Card/Call Letter etc." shall be provided through Email/SMS/uploading on SAIL website. Candidates must download/ print their Admit Card/Call Letter once it is made available on the application portal. SAIL/RSP will not be responsible for any loss of Email/SMS sent, due to invalid or 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 in time.

Candidates will be allowed to appear in the Written Test/Interview/Skill Test/Trade Test only if they possess valid Admit Card/Call Letter respectively.

M] GENERAL:

1. Candidates not fulfilling the requirements specified in this advertisement need not apply.
2. Candidate must be an Indian national possessing requisite qualification from an Institute recognized by State Govt. / Central Govt.
3. Selection/joining of the candidate will be subject to medical fitness as per rules of the company.
4. 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.
5. **PAYMENT OF TRAVELLING EXPENSES:**
 - (i) **No Traveling Expenses would be payable to candidates called for Written Test and Medical Examination.**
 - (ii) Outstation candidates attending the **Interview for the post of Jr. Manager (Safety) (E-1)** will be reimbursed single to and fro AC 3 Tier Rail fare / Bus fare, alongwith 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 post of Operator-cum-Technician (Trainee) and Operator-cum-Technician (Boiler Operator) (S-3)** will be reimbursed single to and fro Sleeper Class Rail fare / Bus fare alongwith 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.
6. SAIL/RSP reserves the right to reject any application or cancel the candidature or the whole process of written test / interview / skill test / trade test, without assigning any reason thereof and no enquiry or correspondence will be entertained in this connection.
7. 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.
8. Candidates possessing the requisite qualification through Distance Mode/Correspondence Course/Off Campus are not eligible to apply.
9. Ex-Serviceman candidates are required to produce Civil Equivalence certificate of his/her qualification from the competent authority at the time of interview / skill test / trade test.

10. If the SC/ST/OBC/PWD certificate has been issued in a language other than English/Hindi/Odia, the candidates will be required to submit a self-certified translated copy of the same either in English or Hindi.
11. The PWD candidates are required to produce valid disability certificate issued by the Medical Board duly constituted as per Govt. guidelines. They have to satisfy the relaxed Physical Standard required for the posts.
12. While applying the candidates should enter their full name as it appears in the matriculation or equivalent examination.
13. Posts advertised are tentative. SAIL/RSP 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; in which case Rourkela Steel Plant is not liable to compensate the applicant for the consequential damages.
14. Bringing influence at any stage of the selection process will disqualify the candidate.
15. The advertisement is available at SAIL website www.sail.co.in. 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.
16. Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of examination centres.
17. Only original registration slip (no photocopy) shall be accepted. In case of any overwriting or tampering of Registration slip, the candidature of the candidate shall be rejected. Candidates should retain the copy of E-receipt of Application Fee and Registration Slip as they can be asked to produce it for future reference.
18. Court of jurisdiction for any dispute will be at Rourkela.

N] IMPORTANT DATES:

- 1 Starting date for submitting applications: 05/11/2018
- 2 Closing date for submitting applications: 04/12/2018

AGM (PL) Recruitment & General