सेल SAIL STEEL AUTHORITY OF INDIA LIMITED

Recruitment of 382 Management Trainees (Technical) in SAIL through GATE-2018

SAIL, a **Maharatna CPSE**, is a major **Steelmaker of the Nation** with a turnover of Rs.49180 crore (FY16-17). To man its front-line positions at its Steel Plants/Units and Mines across India, SAIL requires **382** young, energetic, result oriented and promising talent to join as Management Trainee (Technical) in E1 grade in various Engineering disciplines for operation of its Plants/ Units and Mines across India.

NUMBER OF POSTS

For Management Trainees (Technical)- MTT : 382					
Discipline	**Corresponding GATE Paper**	**No. of Posts**	**Discipline**	**Corresponding GATE Paper**	**No. of Posts**
Mechanical Engineering	ME	125	Chemical Engineering	CH	25
Metallurgical Engineering	MT	88	Instrumentation Engineering	IN	31
Electrical Engineering	EE	88	Mining Engineering	MN	25

RESERVATIONS

Posts for SC/ST/OBC/Physically Disabled categories will be reserved as under -

UR	OBC	SC	ST
191	104	58	29

For Persons with Disability, **12** posts are reserved across the streams on horizontal basis.

ELIGIBILITY CRITERIA

Upper Age limit: 28 years as on 1.2.2018, i.e., not born earlier than 1.2.1990.

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 six(6)Engineering disciplines of **Mechanical, Metallurgy, Electrical, Instrumentation, Chemical and Mining**.

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

Disciplines advertised	Eligible related Engineering disciplines
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
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 & Process 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 Govt. for the purpose.

RELAXATIONS
Relaxation in upper age limit as on 1.2.2018:

SC/ST	OBC (NCL)	PWD	Domiciled in the state of J&K from 1/1/80 to 31/12/89	Departmental Candidates upper age limit
5 years	3 years	10 years for General, 13 years for OBC and 15 years for SC/ST	5 years relaxation in upper age limit	45 years

Relaxation in Qualification: The SC/ST/PWD and 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 and such candidates have to indicate their category as General. The OBC (non-creamy layer) candidates are required to submit the requisite certificate issued in the **current financial year** by the Competent Authority in the prescribed format as applicable for employment under Central Govt. at the time of Interview. It may be noted that the post of Management Trainees (Technical) is open for Orthopedically Disabled candidates (**OA/OL**) only.
Category (SC/ST/OBC/PWD) once entered in the online application form will not be allowed to be changed 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. In case of persons with

disability, only orthopedically disabled candidates with OA or OL disability with minimum 40% disability can apply.

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

SAIL will be recruiting Management Trainees (Technical) in the 6 engineering disciplines as mentioned above by utilisation of GATE 2018 scores. **For this, SAIL will be utilising the scores obtained in the 6 GATE 2018 Engineering papers i.e., Mechanical (ME), Metallurgical(MT), Electrical(EE), Chemical (CH), Instrumentation (IN) and Mining(MN).** Eligible candidates will be required to appear for **Graduate Aptitude Test in Engineering (GATE) 2018 Examination**. Candidates who apply for SAIL will be shortlisted on the basis of their performance in the relevant GATE 2018 exam paper and Company's requirement. Shortlisted candidates would be intimated to appear for Group Discussion and Interview through careers page website of SAIL.

 For final selection, the merit list will be drawn by combining the scores of Written test (GATE 2018), GD and Interview with the weightage of 75:10:15 in that order.
In case two or more candidates are coming on same cut-off point in final merit list, offer letter will be issued to the candidate having higher marks in the written test. In case, there is also a tie in the written test marks, the candidate with higher marks in eligibility qualification will be selected.

INSTRUCTIONS REGARDING GATE 2018

SAIL had advertised that candidates desirous of taking up a career with SAIL as MTT are required to take Graduate Aptitude Test in Engineering (GATE) 2018 exam. Company proposes to consider the candidates appearing in 6 engineering discipline papers of **Mechanical (ME), Metallurgical(MT), Electrical(EE), Chemical (CH), Instrumentation (IN) and Mining(MN) in GATE 2018 for recruitment as Management Trainee (Technical)**.

Candidates appearing in a different GATE paper (other than that of their Qualifying Engineering discipline) will not be considered for further selection procedure. For example, if a candidate possesses a BE/B.Tech degree in Chemical Engineering and appears for Mechanical Engineering paper in GATE 2018, his/her candidature will not be considered for further shortlisting.

Detailed information regarding GATE2018 is available on the website:http://www.gate.iitg.ac.in. **Candidates will require their GATE-2018 Registration Number for applying to SAIL.** The registration number will appear on the GATE-2018 admit card which can only be downloaded from the zonal GATE websites of IISc and IITs. No other number (for eg. GATE-2018 Application / online form no. etc) should be entered while applying to SAIL.

The relevant link for applying for SAIL MTT would be made available as per dates indicated below on SAIL's careers website at   www.sail.co.in or www.sailcareers.com. If the candidate is called for further selection process, his/ her identity would be verified with GATE-2018 admit card and GATE-2018 official Score Card. SAIL **will consider only GATE-2018 marks**. GATE-2017 marks or prior to that will not be considered. Therefore, candidates must provide correct GATE 2018 Registration number while applying for SAIL.

GROUP DISCUSSION AND INTERVIEW

From among those who qualify in the GATE 2018 paper, candidates will be shortlisted for Group Discussion (GD) and Interview in the ratio of **1: 6** for each discipline, category wise, in order of merit. The GD and Interview may be held at short notice for which call letters will be uploaded on SAIL website and candidates will be intimated for the same through their emails. No other communication will be sent to the candidates for this purpose.

To be eligible for GD and Interview call, a candidate will have to qualify in the respective discipline by scoring minimum 50 percentile score for unreserved posts in the respective category. For SC/ST/OBC (Non creamy layer)/PWD candidates the qualifying marks will be 40 percentile score.

BIOMETRIC ATTENDANCE SYSTEM

SAIL, at various stages, may capture photo/ thumb impression of the candidates in digital format for Biometric verification of genuineness of the candidates at 2 stages i.e. GD/ Interview stage and at the time of joining in SAIL. Candidate will ensure that the correct impression is captured at various stages and any inconsistency will lead to rejection of the candidature. In case of any candidate found to be not genuine, apart from taking legal actions against him/her, his/ her candidature will be cancelled. As such, they are advised not to apply any external matter like mehndi, ink, chemical, etc. on their hands.

TRAINING & PROBATION

Candidates selected as Management Trainees 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 will be offered Basic Pay of **Rs.20,600/- p.m.** in the pay scale of Rs.20600-46500/-. On successful completion of training of one year, the Management Trainees will be designated as Junior Managers and placed in the scale of pay of **Rs. 24900-50500**/-.

Besides Basic Pay, the MTs 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. The CTC would be around **Rs.9 lakhs p.a.** In addition, Company provides benefits like Leave encashment, Housing/HRA and free medical facility for self and dependents as per Company rules. 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 can be posted to any Plant/Unit location of the Company. The candidates will not be allowed to seek/ apply for transfer to any other plant/unit 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 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/Interview call letter 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.

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) GATE 2018 Registration Number
c) 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 upto20 kb) for uploading with the application form.
d) Provision to pay examination fee of Rs.500/- for General and OBC Candidates or Rs.100/- as processing fee for SC/ST/PWD/Departmental candidates. Candidates can opt to pay through internet banking account/credit/debit card or through any of the **State Bank Group branches** with system generated Payment Challan form.

The registration process involves following three Steps:

Step 1 : Filling up of Application
- Go to SAIL careers page at www.sail.co.in or www.sailcareers.com.
- Read the Advertisement carefully to be sure about your eligibility
- If eligible, Click on the link **Apply**
- Fill up all the required fields
- Ensure the information provided is correct and then submit.
- Verify your credentials with your registered email ID or mobile number for proceeding further for payment.

Step 2 : Making Payment
- 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 /processing charges on behalf of SAIL, in a specially opened SB Collect account (no.34669119094) at Lodhi Road Branch, New Delhi.
- Fill the Category, Registration No., Name, Father's name, Date of Birth, Registered Email Id and Mobile no. details on the Payment portal. Ensure that the same Email Id and same Mobile No. details are used during the whole registration process.
- Next Screen - All details of the candidate are displayed. Ensure that all the details are filled properly while making payment. Please **check/verify the data on this screen** and then **proceed to the payment screen.** SAIL or SBI will not be responsible, in case a candidate deposits the fee against a different Registration no.
- Submit the Payment through Net Banking/Debit Card/Credit Card option or select the option to pay through any State Bank Group Branches with a print out of Payment Challan form generated on Payment portal (having State Bank Collect Reference No. printed on the challan form).
- Candidate will have to bear the bank charges in addition to the applicable application fee /processing charge.
- In case of payment through challan, Application fees will be accepted only during banking hours upto the closing date of submission of online application. **The SBI branches will accept the fee from 10.00 AM of the starting date to 04.00 PM (01.00 PM if it is Saturday)of the closing date of submission of online application.**
- On successful payment, the candidate shall be **prompted to print the e-receipt. However, in case of 'challan', there will be an option to print challan. <u>Note down the SBCollect Reference no. as the same would be required during Step 3 i.e. "Final registration" stage of the Registration process.</u>**

Step 3 : Final Registration & Printing of Provisional Registration Slip

- Once the payment is made, the State Bank Collect Reference No. and date of payment is required to be entered in the SAIL online application form on Careers web site by the candidate 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, or doesn't finally submit application form with payment details, application will be rejected as incomplete and SAIL will not be responsible. Candidates need to necessarily fill in the SB Collect Reference number in the system for SAIL & SBI to verify their payment status.
- 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, candidate is required to download the system generated **Provisional Registration Slip** with unique registration number and other essential details. **Provisional Registration slip needs to be generated only after confirmation of payment from the bank.** Therefore candidates should check their payment status before printing the same.
- The candidates will be provided opportunity to verify their registered candidate status, after three days of making payment on SAIL website.
- Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the application/processing fee and to fill in the payment details carefully.

IMPORTANT :All correspondence with candidates shall be done through e-mail/ SMS only. All information regarding shortlisting for interview/ call letters etc. shall be provided through email/uploading on SAIL Careers website. Responsibility of receiving, downloading and printing of interview call letter/ any other information shall be of the candidate. SAIL 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. Candidates are not required to send any document to SAIL.

GENERAL INSTRUCTIONS :
1. Only Indian Nationals are eligible to apply.
2. The minimum age of employment on regular basis in SAIL is 18 years.
3. Candidates possessing full time degree course from Institutes approved/recognized by UGC/AICTE will only be eligible to apply.
4. Only 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 and who are eligible to sit for relevant GATE paper can apply for SAIL MT(T). Their qualification degrees should be recognised in accordance with the SC decision on the matter.
5. The term departmental candidates means those candidates who are currently working with SAIL as permanent employees and not wards of SAIL employees.
6. While applying the candidates should enter their full name as it appears in the matriculation/secondary certificate.
7. 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.

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

9. The SC/ST/OBC(NCL)/PWD 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.

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

11. Candidates should retain their copy of **GATE 2018 Admit card showing Registration number, GATE Score card 2018**, and **SAIL Provisional Registration Slip as well as SB Collect Pay in e-receipt** as they can be asked to produce it for future reference.

12. 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.

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

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

15. 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**.**

16. Decisions of SAIL in all matters regarding eligibility, other tests and selection would be final and binding on all candidates. No representation or correspondence will be entertained in this regard.

17. All further announcements/details pertaining to this process will only be published/ provided on SAIL website www.sail.co.in or www.sailcareers.com from time to time. Transparency/ display of individual scorecards will be after one month of declaration of final lists for joining (Tentative).

18. Court of jurisdiction for any dispute will be at Delhi.

IMPORTANT DATES:

Commencement of online registration for SAIL MTT 2018	**1.2.2018**
Closing date for online registration for SAIL MTT 2018	**21.2.2018**