



STEEL AUTHORITY OF INDIA LTD.  
(A Govt. of India Enterprise)  
ROURKELA STEEL PLANT  
ROURKELA-769011 (ODISHA)

Advt. No. 03/2022

Date: 14/11/2022

Rourkela Steel Plant (RSP), a unit of Steel Authority of India Limited (SAIL) - a Maharatna Public Sector Enterprise and the leading steel-making company in India, invites applications from eligible persons for the following posts for its Plant at Rourkela and for different Mines under Odisha Group of Mines.

**A] DETAIL OF POSTS:**

Post	Vacancy	SC	ST	OBC	EWS	UR	PwBD to be considered
Manager (Boiler Operation) (E-3)	09	01	01	02	--	05	---
Manager (Projects) (E-3)	04	--	--	01	--	03	---
Manager (Automation) (E-3)	04	--	--	01	--	03	OH (OA, OL)
<b>Note :</b> EWS – Economically Weaker Section PwBD – Persons with Benchmark Disability OH – Orthopedically Handicapped (locomotor disability or cerebral palsy) OA – One Arm affected, OL – One Leg affected							

**C] ELIGIBILITY CRITERIA:**

Post	Maximum Age as on 14/12/2022	Qualification & Experience as on 14/12/2022*	Minimum Qualifying Marks
Manager (Boiler Operation)	37 years	(i) B.E./B.Tech. (full time) in Mechanical/ Electrical/ Chemical/ Power Plant/Production/Instrumentation Engineering from Govt. recognized University/Institute. (ii) Boiler Operation Engineer Certificate issued by Central/State Boiler Board. (iii) Post Qualification experience of at least 07 (seven) years in Executive cadre (after B.E./B.Tech.) in operation & maintenance of boiler and turbine in a Thermal Power Plant.	
Manager (Projects)	35 years	(i) B.E./B.Tech. (full time) in Mechanical/ Electrical/Civil discipline from Govt. recognized University/ Institute. (ii) Post Qualification experience of at least 07 (seven) years in Executive cadre (after B.E./B.Tech.) in project Management/ Execution (infrastructure project) in any Public Sector Undertaking/ Government Organisation/ Public Limited Company. (iii) Preference will be given to candidates having experience in construction management and / or having certification in project management.	<u>Degree in Engineering:</u>  50% (in aggregate) for SCs/STs against reserved posts
Manager (Automation)	35 years	(i) B.E./B.Tech. (full time) in Electronics & Telecommunication / Electronics & Instrumentation / Control & Instrumentation / Electronics & Electrical / Computer Science / Information Technology discipline from Govt. recognized University/ Institution. (ii) Post Qualification experience of at least 07 (seven) years in Executive cadre (after B.E./B.Tech.) in a Public Sector Undertaking/Govt. Organisation/Public Limited company in Software/ Manufacturing/ Steel sector. (iii) Candidates should have requisite exposure in any of the following areas :- (a) Hardware Maintenance/ Programming of PLC/ DCS systems (b) Machine learning/ Data Analytics (c) IOT and Predictive Analysis (d) Programming in Augmented reality/ Digital twin (e) MATLAB/ OCTAVE programming (f) Commissioning/ Maintenance of large hybrid networks.	60 % (in aggregate) for others and against unreserved posts.

- Candidates having prescribed age, qualification and experience etc, as given above, shall only apply against relevant posts. Qualification must be from Universities or Institutes recognized /accredited by council/bodies like UGC/AICTE set up by Central / State Govt.

- Candidates shall be in the direct pay roll of the organisation from which he/she has obtained the desired experiences in executive cadre for 7 yrs after B.E/B.Tech.
- Candidates applying from other PSUs / Govt./as Departmental should have completed minimum two years in the next below grade / pay scale.
- The onus lies on the candidate to ensure that he/she fulfils the eligibility criteria as mentioned in the advertisement. The candidate shall provide sufficient documentary evidences during submission of application / interview on fulfilling all eligibility criteria for the post applied for in respect to age, caste, qualification, qualifying mark, experiences of 7 years in the relevant filed in executive cadre and employment in direct pay roll of organisation concerned.
- Candidates who have not fulfilled eligibility criteria as mentioned above, on or before closing date of receipt of application i.e. 14/12/2022 need not apply.

**C] RESERVATION & AGE RELAXATION:**

- i) The reservation of posts for SC/ST/OBC/EWS category is as per Presidential Directives.
- ii) Candidates belonging to SC/ST/OBC/EWS category may also apply against the unreserved posts provided they fulfil the eligibility criteria for unreserved post.
- iii) The maximum age is relaxable by 5 years for posts reserved for SC/ST candidates. Candidates belonging to SC/ST will be required to produce Caste Certificate in the prescribed format issued by the Competent Authority at the time of interview.
- iv) The maximum age is relaxable by 3 years for OBC (Non-creamy Layer) candidates. Candidates belonging to OBC will be required to produce **OBC (Non-creamy Layer) Certificate** issued on or after **01/04/2022** by the Competent Authority in the prescribed format and a self-declaration at the time of interview. OBC candidates who belong to "Creamy Layer" are not entitled for OBC concession and such candidates should indicate their category as "General"
- v) Candidates belonging to EWS category will be required to produce **Income and Asset Certificate** issued on or after **01/04/2022** by the Competent Authority in the prescribed format at the time of interview.
- vi) In case of Persons with Disability category, maximum age is relaxable as per Government rules. Candidates belonging to PwBDs as mentioned above and having disability of 40% or more shall only be considered. Such candidate will be required to submit **Disability Certificate** issued by the Competent Authority in the prescribed format.
- vii) In case of Ex-Servicemen, maximum age is relaxable as per Government directives.
- viii) For Departmental candidates (employees of SAIL), the upper age limit shall be 45 years irrespective of the caste/category of the candidates.

**D] EMOLUMENTS & OTHER BENEFITS:**

Candidates selected for the above posts shall be considered for regular employment in E-3 grade in the Scale of Pay of Rs.80,000–3%–2,20,000/-. 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.

**CTC will be approximately Rs.22 Lakhs per annum (excluding PRP, location based allowances etc.) at minimum of E-3 grade.**

**E] MODE OF SELECTION:**

- a) Selection to the posts will done through **Written Test (Computer Based Test) or Interview or both**. The same shall be intimated to the eligible candidates through Admit Card/Call Letter, Email/SMS and SAIL website. If Written Test (CBT) will be done, the Call letter will be available in SAIL website for downloading.
- b) In case of CBT, there will be 100 multiple choice questions in 2 segments i.e 70 on technical knowledge & 30 on General Awareness. The minimum qualifying marks in CBT shall be 50 percentile score for OBC/EWS/Unreserved post and 40 percentile score for SCs/STs against the reserved posts. Candidates will be shortlisted for interview in order of merit, at the ratio of 1:3. For final selection, merit list will be drawn by combining the marks of CBT and Interview with the weightage of 80:20 respectively.
- c) If selection will be through interview only, the minimum qualifying marks will be 50% for unreserved posts and 40% for posts reserved for SC/ST/OBC(NCL).
- d) PWD/ESM candidates have to qualify in their respective caste/category.
- e) Date, Time & Venue of the Interview will be intimated to eligible / short-listed candidates through Post, Email/SMS and SAIL website.
- f) Candidates shall visit the SAIL website time to time for information.

**F] APPLICATION & PROCESSING FEE:**

- |     |  |  |
|-----|--|--|
| (i) | Application & Processing Fee<br>(for General/OBC/EWS candidates) | Processing Fee<br>(for SC/ST/ESM/ Departmental candidates) |
|     | Rs.700/-   | Rs.200/-   |
- (ii) Candidates will have to bear the Bank charges, if any in addition to the applicable Application & Processing Fee.
- (iii) At the time submission of application, candidates will be required to pay Application & Processing Fee (as the case may be) online at **SB Collect** through **Net Banking / Credit Card / Debit Card**. Fee shall not be collected by any other mode. **Fee once paid shall not be refunded under any circumstances.** Application without application/processing fee shall be summarily rejected. Only payment of fee without submission of application within due date shall not be considered and no refund of fee will be allowed.

**G] MODE OF PAYMENT:**

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 & Processing Fee through **Net Banking / Credit / Debit Card during 17/11/2022 to 08/12/2022 (11.45 PM)**. Fee shall not be collected by any other mode. *Following steps are to be followed for payment of Application & Processing Fee.*

- Go to SBI website "[www.onlinesbi.com](http://www.onlinesbi.com)"
- Click on the "**SB Collect**" tab available on the home page of SBI website.
- Click on the Check Box, then "**Proceed**".
- Under the heading 'State of Corporate/Institution', select "**Odisha**" from dropdown menu
- Under the heading 'Type of Corporate/Institution', select "**Industry**" from dropdown menu
- Click on "**Go**"
- Under the heading 'Industry Name', select "**STEEL AUTHORITY OF INDIA LTD**" from dropdown menu
- Click on "**Submit**"
- Under the heading 'Select Payment category', then select "**SAIL RSP RECRUITMENT FOR MANAGER-2022**" from dropdown menu.
- Fill required fields i.e. Post Applied for, Name of Candidate, Father's Name, Date of Birth, Mobile Number, E-mail ID etc. Ensure that the same E-mail ID and Mobile Number are declared during filling up Application Form.
- Click on "**SUBMIT**", then click on "**Confirm**" button, which will take to the payment screen.
- Submit the payment through Net Banking / Credit Card / Debit Card.
- Candidate will have to bear the bank charges if any, in addition to the application & processing fee.
- On successful payment, the candidate is required to print the e-receipt for enclosing with Application Form and for future reference.

**H] PHYSICAL STANDARD:**

Physical Standard	Male	Female
Height	155 cm	143 cm
Weight	45 Kg	35 Kg
Chest measurement	72 cm & 75 cm on expansion	75 cm & 79 cm on expansion
<b>Visual Parameters</b>		
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 $\pm 4.0$ D	
Colour Vision	Essential. Night blindness will be a disqualification.	
Binocular Vision	Essential. Surgically operated and corrected squint will be acceptable	

The health standards indicated above are minimum pre-requisites. However, appointment of selected candidates will be subject to they being found medically fit by the Company's Medical Officer / Board as per standards laid down under SAIL Medical & Health Manual.

**I] HOW TO APPLY:**

- Candidate must possess a valid e-mail Id and mobile number while applying and should keep the same active till the completion of the recruitment process to receive important messages on behalf of SAIL-RSP.
- Eligible and interested candidates should submit their duly filled-in application as per the prescribed **APPLICATION FORMAT** given at **ANNEXURE-I**, neatly typed or printed in capital letter on plain paper of A4 size, furnishing details. The application format can also be downloaded from the Company's website [www.sail.co.in](http://www.sail.co.in) at the link "**Careers**" or [www.sailcareers.com](http://www.sailcareers.com).
- 02 recent coloured passport size photograph of the candidate must be pasted at the space provided on the application form with full signature on the photograph.

- iv) Candidates must submit the self attested photocopies of the following certificates/documents with the application form, showing the proof of :
- a) Date of Birth (Matriculation or equivalent certificate)**
  - b) B.E./B.Tech Certificate and Mark sheets of all semesters.**
  - c) Boiler Operation Engineer (BOE) Certificate for the post of Manager (Boiler Operation).**
  - d) Caste/Category certificate, if applicable.**
  - e) Experience Certificate(s) showing relevant post qualification experience of 07 years in Executive cadre. In addition, candidates must submit self attested copies of their Appointment Offers / Promotion Orders / Pay Slips/ Certificate from employer on job profile in support of working in executive cadre/ Identity Card issued by the employer/ release orders etc.**
  - f) NOC from present employer, if employed under PSUs/Autonomous Bodies/Govt. Department.**
  - g) E-receipt of Application & Processing Fee.**
  - h) Photo Identity Proof (Voter ID / Aadhaar Card / Passport / Driving License).**
- (iv) 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.
- (v) Wherever CGPA/OGPA in Degree in Engineering is awarded; equivalent percentage of marks should be indicated in the application form as per norms adopted by the University / Institute. Where no norms have been specified, the CGPA / OGPA will be converted into percentage on proportionate basis e.g. the CGPA 7.5 out of 10 will be treated as 75%. The candidates will have to produce a copy of these norms with respect to their University / Institute at the time of interview.
- (vi) Category (General/SC/ST/OBC(Non-Creamy Layer)/EWS/PWD/ESM) once declared in the application cannot be changed and no benefit of other category will be subsequently admissible.
- (vii) Incomplete application, application without photograph & signature / application without application & processing 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.
- (viii) Applicants should give clear and complete postal address for correspondence, active e-mail Id & mobile number. SAIL/RSP will not be responsible for any postal delay / wrong delivery / non-delivery of any communication at any stage of the recruitment process.
- (ix) The envelope containing application must be superscribed **"Application for the post of \_\_\_\_\_ against Advt. No. 03/2022"** and sent to the following address by **Registered Post/Speed Post/Courier**. No other means/mode of application shall be accepted.

**DY. GENERAL MANAGER (PL-RECTT & GEN)**  
**BLOCK "E", GROUND FLOOR**  
**ADMINISTRATION BUILDING**  
**ROURKELA STEEL PLANT**  
**ROURKELA – 769 011 (ODISHA)**

**NB: The Application must reach on the above mentioned address on or before 14/12/2022.**

**J] GENERAL:**

- Before applying for the post, the candidates must ensure that they fulfill the eligibility in all respect prescribed for the post as laid down in this advertisement. Admission of a candidate for written examination / interview and other tests shall be provisional and shall be on the basis of information provided by the candidate in the Application Form and documents submitted.**
- If at any stage of recruitment or thereafter it is found that any information furnished by the candidate in the application form is false/incorrect or the candidate has suppressed any relevant information or the candidate otherwise does not satisfy the eligibility criteria prescribed for the post, his/her candidature for the post shall be summarily rejected.**
- Candidate must be an Indian national possessing requisite qualification from an Institute recognized by State Govt. / Central Govt.**
- Candidates employed in Govt. Departments / PSUs / Autonomous Bodies shall have to produce NOC from the employer at the time of interview, otherwise they will not be allowed for interview.**
- Selection/joining of the candidate will be subject to medical fitness for the post as per rules of the company**
- PAYMENT OF TRAVELLING EXPENSES:**
  - No Traveling Expenses would be payable to candidates called for Written Test (Computer Based Test) and Medical Examination.**

- (ii) Outstation candidates attending the **Interview** will be reimbursed single to and fro AC-3 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 Departmental candidates attending interview will be reimbursed travelling expenses by the concerned Plant/Unit as per rules.
7. Candidates possessing the requisite qualification through Distance Mode/Correspondence Course/Off Campus are not eligible to apply.
  8. Ex-Serviceman candidates are required to produce Civil Equivalence certificate of his/her qualification from the competent authority at the time of interview.
  9. If the SC/ST/OBC/EWS 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.
  10. Bringing influence at any stage of the selection process will disqualify the candidate.
  11. Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of examination centers.
  12. Candidates should retain the copy of E-receipt of Application & Processing Fee as they can be asked to produce it for future reference
  13. Posts advertised are tentative. SAIL, RSP reserves the right to cancel/ restrict/ 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. The advertisement along with Application Form is available at SAIL website [www.sail.co.in](http://www.sail.co.in) at the link "**Careers**" or [www.sailcareers.com](http://www.sailcareers.com). 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.
  15. **SAIL, RSP reserves the right to reject any application or cancel the candidature or the whole process of recruitment, without assigning any reason thereof and no enquiry or correspondence will be entertained in this connection.**
  16. Court of jurisdiction for any dispute will be at Rourkela, Odisha.
  17. **Dates of Receipt of application through Post / Courier :**
    - (a) **Commencement of receiving application is 18/11/2022.**
    - (b) **Closing Date of receipt of application is 14/12/2022.**

DGM (PL) Recruitment & General

*For any assistance, please contact through:*

*Phone : 0661 – 2523371 / 2448841*

*Email : recruitment.rsp@sail.in*