



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

Advt. No. 08 /2023  
Date: 15/11/2023

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 candidates for the following posts for its Plant at Rourkela and Mines at (i) Bolani Ore Mines (BOM) (ii) Barsuan Iron Mines (BIM) & (iii) Kalta Iron Mines (KIM) under Odisha Group of Mines (OGOM).

**A] DETAIL OF POSTS:**

Sl. No.	POST	Vacancy	SC	ST	OBC	EWS	UR	PwBD					Disability Category to be considered	ESM
								OH	HH	VH	MD/AU			
1.	Operator-cum-Technician (Boiler Operator) (S-3)	20	3	4	1	2	10	2	2	1	1	OH(OL),HH(PD), VH(PB), MD[(OH-OL) + (HH-PD)] / AU	5	
2.	Operator-cum-Technician (Electrical Supervisor) (S-3) (For Mines only)	10	2	3	1	1	3	--	--	--	--	--		
3.	<b>Attendant-cum-Technician (Trainee): 80 POSTS</b>													
	Electrician	25	4	6	3	2	10	2	1	--	--	OH(OL),HH(PD)	12	
	Fitter	28	4	6	4	3	11	1	1	1	--	OH(OL), VH(PB), HH(PD)		
	Electronics	10	2	2	1	1	4	--	1	--	1	HH(PD), AU		
	Machinist	10	2	2	1	1	4	1	--	1	--	OH(OL), VH(PB)		
	Diesel Mechanic (For Mines only)	4	--	1	1	--	2	--	--	--	--	--		
	CoPA/IT (For Mines only)	3	--	1	--	--	2	1	--	--	--	OH (OL) / HH (PD)		

**N.B.: Candidates selected for the post, other than the post exclusively earmarked for Mines, shall be posted to Plant or any Mines as per requirement / decision of the Management.**

**Abbreviation :**

SC – Scheduled Caste, ST – Scheduled Tribe, OBC – Other Backward Classes, EWS – Economically Weaker Section, UR – Unreserved, PwBD – Persons with Benchmark Disability, ESM – Ex-Serviceman  
OH – Orthopedically Handicapped (locomotors disability or cerebral palsy), OL – One Leg affected, VH – Visually Handicapped, PB – Partially Blind, HH – Hearing Handicapped, PD – Partially Deaf, AU – Autism, MD – Multiple Disability combination of [(OH-OL)+(HH-PD)].

**B] RESERVATION & AGE RELAXATION:**

1. The reservation of posts for SC/ST/OBC/EWS category is as per Presidential Directives / Govt. Guidelines.
2. Candidates belonging to SC/ST/OBC/EWS categories may also apply against the unreserved posts provided they fulfill the eligibility criteria for unreserved category.
3. The maximum age is relaxable by 5 years for posts reserved for SC/ST candidates. Candidates belonging to SC/ST will be required to submit the Caste Certificate in the prescribed format issued by the Competent Authority at the time of skill test/trade test.
4. The maximum age is relaxable by 3 years for OBC (Non-creamy Layer) candidates. Candidates belonging to OBC will be required to submit the requisite **OBC (Non-Creamy Layer) certificate** in the prescribed format issued by the competent authority **on or after 01/04/2023** and a self-declaration at the time of skill test/trade test. OBC candidates belonging to 'Creamy layer' are not entitled to OBC concession and such candidates have to indicate their category as General.
5. Candidates belonging to EWS category will be required to submit the requisite **Income and Asset Certificate** in the prescribed format issued by the competent authority **on or after 01/04/2023** at the time of skill test/trade test.
6. Reservation for PwBD and ESM shall be on horizontal basis as per the prevailing rules. In case, no suitable PwBD candidates are available for the posts reserved for them, the same shall be filled up by the candidates from other category of disability suitable for the post. If suitable ESM candidates are not available for the posts reserved for them, the same will be filled up by the candidates other than ESM.

7. In case of PwBD, maximum age is relaxable by 10 years for GENERAL/EWS, 15 years for SC/ST and 13 years for OBC (Non-creamy Layer) candidates. Candidates belonging to PwBDs as mentioned against each post / discipline / trade 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 at the time of skill test/trade test.
8. In case of Ex-Servicemen, maximum age is relaxable as per Government directives.
9. For Departmental candidates (employees of SAIL), the upper age limit shall be 45 years for S-3 level posts, irrespective of the caste/category of the candidates.

**C] ELIGIBILITY CRITERIA:**

Post	Age as on 16/12/2023	Qualification & Experience as on 16/12/2023*	Minimum Qualifying Marks in
Operator-cum-Technician (Boiler Operator) (S-3)	From 18 to 30 years	i) Matriculation with 03 years (full time) Diploma in Mechanical / Electrical / Chemical / Power Plant / Production / Instrumentation Engineering discipline from Govt. recognized institute. ii) First Class Boiler Attendant Certificate of Competency.	<u>Diploma in Engineering:</u> 50% for Unreserved posts & post reserved for OBC/ EWS 40% for posts reserved for SC/ST/PWD/Departmental Candidates.
Operator-cum-Technician (Electrical Supervisor) (S-3)	From 18 to 28 years	i) Matriculation with 03 years (full time) Diploma in Electrical Engineering from Govt. recognized institute ii) Having valid Electrical Supervisory Certificate (Mining) of Competency to work in Mines. (The Electrical Supervisor's Certificate of Competency should be covering mining installation and issued under sub-regulation (1) of regulation 29 of Central Electricity Authority (measures relating to safety and electric supply) Regulations, 2010). iii) Minimum 01 year post qualification experience in carry out repairs, overhauling and maintenance of HT/LT Systems / Installation, HT/LT Machinery, equipments and gadgets inside/outside plants, building including overhead and underground transmission lines, cables, transformers, circuit breakers, panels, switch boards and their accessories and allied equipments.	
Attendant-cum-Technician (Trainee)	From 18 to 28 years	Matriculation with ITI (full time) in the relevant trade of Electrician / Fitter / Electronics / Machinist / Diesel Mechanic / Computer Operator & Programme Assistant (CoPA) / Information Technology (IT) from Govt. recognized institute.	----

\* Qualification must be from Universities or Institutes recognized / accredited by Boards/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/Trade.

Candidates who have not acquired the prescribed qualification, experience etc, as mentioned above, on or before closing date of submitting application i.e 16/12/2023 need not apply.

- (i) Candidates applying for the post of OCT (Boiler Operator) have to upload the First Class Boiler Attendant Certificate of Competency. Candidates shortlisted in the CBT must submit the First Class Boiler Attendant Certificate of Competency in original at the time of skill test.
- (ii) Candidates applying for the post of OCT (Electrical Supervisor) have to upload the valid Electrical Supervisory Certificate (Mining) of Competency issued under sub-regulation (1) of regulation 29 of Central Electricity Authority. Candidates shortlisted in the CBT must submit the Electrical Supervisory Certificate (Mining) of Competency and Experience certificate in original at the time of skill test.

**D] EMOLUMENTS & OTHER BENEFITS:**

i) Candidates selected for the post of Operator-cum-Technician (Boiler Operator / Electrical Supervisor) shall be considered for regular employment in S-3 grade in the Scale of Pay of Rs.26600-3%-38920/-. The emoluments will include Basic Pay, Industrial Dearness Allowance, perquisites under cafeteria approach and other allowances, 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.

ii) Candidates selected for the post of Attendant-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. During the training period, they will be paid consolidated pay of Rs.12,900/- for the 1<sup>st</sup> year and Rs.15,000/- for the 2<sup>nd</sup> year of training. They will also get for free medical facility, leave etc. as per rules of the company.

On successful completion of training, they shall be considered for regular employment in S-1 grade in the scale of pay of Rs.25070-3%-35070/-(S-1). On regularization, the emoluments will include Basic Pay, Industrial Dearness Allowance, perquisites under cafeteria approach and other allowances, 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.

iii) **CTC at minimum of scale of pay in respective regular grade will be as follows:**

Grade	Approximate CTC (at minimum of respective scale of Pay)
S-3	Rs.10.4 Lakh (approx) per annum (excluding location based allowances, category specific allowances etc.)
S-1	Rs.9.9 Lakh (approx) per annum (excluding location based allowances, category specific allowances etc.)

**E] MODE OF SELECTION:**

- (i) Eligible candidates will be required to appear in the Computer Based Test (CBT) in Hindi/English on the scheduled date. The CBT will consist of 100 Objective type questions in 2 segments i.e 50 on technical knowledge & 50 on General Awareness.
- (ii) The duration of the CBT would be 90 minutes. The minimum qualifying marks in the CBT will be determined based on 50 percentile score for unreserved/EWS posts & 40 percentile score for SC/ST/OBC (Non-creamy Layer)/PWD posts. The qualifying marks will be calculated separately for each post/discipline.
- (iii) Candidates, who qualify in the CBT for the above posts will be shortlisted for skill test / trade test in order of merit, at the ratio of 1:3 for each post/discipline/trade. If the cut-off marks so arrived are obtained by more than one candidate, all of them will be called for skill test / trade test.
- (iv) Skill Test / Trade Test will only be of qualifying in nature. For final selection, weightage of marks of the CBT will be 100%. Keeping in view the reservation criteria, offer letter will be issued to the candidate having higher marks in the CBT. In case, there is a tie in the cut-off marks, the candidate with higher marks in the eligibility qualification will be selected.
- (v) Candidates will be allowed for CBT/Skill Test/Trade Test on production of call letter / admit card, one Govt approved photo identity proof and after undergoing Biometric authentication at venue.

**F] PHYSICAL STANDARD:**

Physical Standard	Male	Female
Height	155 cm	143 cm
Weight	45 Kg	35 Kg
Chest measurement	75 cm & 79 cm on expansion	70 cm & 73 cm on expansion
<b>Visual Parameters</b>		
Distant Vision	6/12 with or without glasses.	
Near Vision	J1 or N6 both eyes. Power of glasses not to exceed $\pm$ 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	
<b>Hearing Parameter</b>	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 they being found medically fit by the Company's Medical Officer / Board as per standards laid down under SAIL Medical & Health Manual.

#### G] APPLICATION & PROCESSING FEE:

Post	Application & Processing Fee (for General/OBC/EWS candidates)	Processing Fee (for SC/ST/PwBD/ESM/ Departmental candidates)
(i) Operator-cum-Technician (S-3)	Rs.500/-	Rs.150/-
Attendant-cum-Technician (Trainee)	Rs.300/-	Rs.100/-

- (ii) At the time of submission of online application, candidates will be required to pay Application & Processing Fee through **Net Banking / Credit Card / ATM-cum-Debit Card**. Fee shall not be collected by any other mode.
- (iii) Candidates will have to bear the Bank charges, if any in addition to the applicable Application / Processing Fee.
- (iv) Fee once paid will not be refunded under any circumstances.

#### H] TEST CENTRES:

- a) The Computer Based Test (CBT) for the above posts shall be conducted in different cities throughout the country. Date, Time & Venue for Computer Based Test (CBT) will be intimated to eligible candidates through Admit Card and information shall be shared through E-mail/SMS and SAIL website.
- b) SAIL/RSP reserves the right to allocate the test centres as per availability. No request for change of test centre shall be entertained.

#### I] HOW TO APPLY:

Eligible and interested candidates would be required to apply online only through SAIL's website [www.sail.co.in](http://www.sail.co.in) at "Careers" page or [www.sailcareers.com](http://www.sailcareers.com) only. No other means / mode of application shall be accepted.

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 50kb) 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 to pay the application / processing fee online through Net Banking/Credit Card/ATM-cum-Debit Card.
- (d) While submitting the application online, candidates should note the following:
- (i) Candidates are advised to read carefully instructions for online submission of application, which will be available in the website itself.
- (ii) SAIL/RSP will not undertake detailed scrutiny of applications for eligibility and other aspects at the time of CBT and therefore, the candidature is accepted provisionally.
- (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 skill test/trade test.
- (iv) Category (General/SC/ST/OBC/EWS/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 skill test/trade test.
- (vi) The short-listed candidates appearing in the **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, online application form having application ID, NOC from present employer etc. as applicable at the time of skill test / trade test.
- (f) **The process of submission of application form:**
- Submit the application only through SAIL website [www.sail.co.in](http://www.sail.co.in) at "Careers" page or [www.sailcareers.com](http://www.sailcareers.com)
  - Read the advertisement carefully to be certain about your eligibility.
  - Go through the User Manual available in the site and follow the steps as mentioned.
  - Click on "Login".
  - If "New User", complete **One Time Registration (OTR)** first and then click on "Registered User" by using User ID & Password.
  - If already registered, click on "Registered User" by using User ID & Password.
  - Complete the application submission process step by step by filling required information, uploading the document(s) as required and making payment through payment gateway.

- Submit the application after completion of all requisites and take a print out of application for having application ID.
- 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 successful submission of online application, candidates are required to download the system generated Application Form with unique Application ID / Number.**

**Note:** While filling the online application, candidates must carefully follow all the steps. 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 made to the candidates or 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/ correspondence will be entertained in this connection or no correspondence will be made from SAIL-RSP.

**J] IMPORTANT:**

All correspondence with candidates as required shall be done through Email/SMS/ SAIL Website 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 SAIL website. 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 or due to any network related issue. **Candidates will be allowed to appear in the Computer Based Test (CBT)/Skill Test/Trade Test only if they possess valid Admit Card/Call Letter.** Responsibility of receiving, downloading and printing of Admit Card / Call Letter for Skill Test / Trade Test or any other information shall be of the candidate.

**K] GENERAL:**

1. Candidates applying for the post should ensure that they fulfill all the eligibility condition as per advertisement. Their admission all stages of examination will be provisional, subject to their satisfying prescribed eligibility conditions, which will be verified at the time of skill test/trade test. However, if on verification at any stage of selection process, it is found that they do not fulfill the eligibility condition, their candidature to the post will be cancelled forthwith.
2. Candidate must be an Indian national possessing requisite qualification from an institute recognized by State Govt./Central Govt.
3. **At the time of application, candidates should keep in mind that the date of CBT / skill test / trade test for more than one post/discipline may coincide.**
4. Biometric registration and subsequent verification of candidates will be carried out during the selection process and also at the time of joining.
5. Selection/joining of the candidate will be subject to medical fitness as per rules of the company. Selected candidates shall also be required to serve in any of Mines owned by RSP under OGoM.
6. While applying the candidates should enter their full name as it appears in the matriculation or equivalent examination.
7. CBT Marks / Category-wise cut-off marks of the candidates shall be available in the SAIL website after completion of the recruitment process for the post. Candidates are advised to keep themselves updated for checking their marks through SAIL website.
8. Candidates employed in Govt. Departments/ PSUs/ Autonomous Bodies will have to produce NOC (except employee of RSP) from the present employer at the time of Skill Test/ Trade Test and release order at the time of joining.
9. **PAYMENT OF TRAVELLING EXPENSES:**
  - (i) **No Traveling Expenses would be payable to candidates called for Computer Based Test (CBT) & Medical Examination.**
  - (ii) Outstation candidates belonging to **SC/ST/PwBDs** categories, attending the **Skill Test / Trade Test** 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.
  - (iii) **Outstation Departmental candidates** attending skill test/trade test will be reimbursed travelling expenses by the concerned Plant/Unit as per rules.
10. SAIL/RSP reserves the right to reject any application or to cancel the candidature or the whole process of CBT/ skill test / trade test or to cancel the whole/partly recruitment process of this advertisement, without assigning any reason thereof and no enquiry or correspondence will be entertained in this connection.

11. 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.
12. 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.
13. Candidates possessing the requisite qualification through **Distance Mode/Correspondence Course/Off Campus** are not eligible to apply.
14. Ex-Serviceman candidates are required to produce **Civil Equivalence Certificate** of his/her qualification from the competent authority at the time of skill test / trade test.
15. If any certificates / documents have 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.
16. Bringing influence at any stage of the selection process will disqualify the candidate.
17. The advertisement is available at SAIL website [www.sail.co.in](http://www.sail.co.in) **at the link "Careers"**. 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.
18. Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of examination centres.
19. Candidates should retain the copy of system generated Application Form with unique Application ID / Number as they can be asked to produce it for future reference.
20. Court of jurisdiction for any dispute will be at Rourkela, Odisha.

**L] IMPORTANT DATES:**

- 1 Starting date for submitting online applications: **20/11/2023**
- 2 Closing date for submitting online applications: **16/12/2023**

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*For any assistance, please contact through:  
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Email : recruitment.rsp@sail.in*