



STEEL AUTHORITY OF INDIA LIMITED
(A Govt. of India Enterprise)
IISCO STEEL PLANT
BURNPUR – 713325. Dist- Burdwan
West Bengal

SAIL, a Maharatna Company, and a leading steel-making company in India with a turnover of around Rs. 44,952 crore (FY 2015-16) is in the process of stabilizing its production units and other facilities to maintain its dominant position in the Indian steel market.

IISCO STEEL PLANT, a unit of SAIL, invites online applications for recruitment of 24 posts at the level of Dy. Managers (E-3 grade) in executive cadre from technically qualified and experienced professionals for units at the state of the art 2.5 MTPA integrated steel plant at Burnpur, Dt: Burdwan, West Bengal.

For Dy. Managers, Grade: E3, (24 Posts)

Discipline & Nos. of Posts	Area / Deptt. Wise Nos.	Essential Minimum Educational Qualification	Post qualification Work experience in executive cadre of a Public Limited Company (both Public & Pvt. Sectors) / Govt. orgn./ Autonomous Bodies (Semi Govt.) as on Closing date of Receipt of Application
Operations-10 posts (UR-4, SC-01, OBC-05 including 4 OBC backlog vacancies)	Mills-6	Degree in Metallurgical/ Mechanical / Production Engineering	07 years' working experience in Operation of modern continuous/reversing rolling mills producing long products like Wire rod mill, Bar mill and section/ structural mills; preferably with working experience in a modern integrated steel plant.
	Coke Ovens & Coal Chemical-2	Degree in Chemical Engineering	07 years' working experience in Operation of Coke oven Batteries/CDCP/ Heating/ Repair or maintenance of coke oven batteries and auxiliaries; preferably with working experience in an Integrated Steel Plant
	Oxygen Plant - 2	Degree in Chemical Engineering	07 years' working experience in Operation of modern high capacity Air separation units including cryogenic pumps, cryogenic liquid storage and gas distribution systems and related oxygen plant equipment; preferably with working experience in a modern Oxygen Plant of 300 TPD or more.
Mechanical-12 posts (UR-03, SC-02 ST-01 OBC-06 including 1 SC and 4 OBC backlog vacancies)	Mechanical maintenance	Degree in Mechanical Engineering	07 years' working experience in a steel plant in Mechanical Maintenance / Hydraulics preferably with experience in an Integrated Steel Plant. Persons who had been working as a service engineer with Original Equipment manufacturers or had been involved in commissioning of equipment in a large manufacturing industry/ steel plants would also be considered for the post provided they fulfil the prescribed period of experience.
Instrumentation –2 (UR-02)	Instrumentation	Degree in Instrumentation / Electronics & Instrumentation Engineering	07 years' experience in Maintenance of Process Instruments in Heavy Industry preferably with experience in process instrumentation, exposure to DCS/PCS/Automatic Control Loops/ Commercial weighing systems, Testing calibration & repair of Instrumentation systems in steel industry Persons who had been working as a service engineer with Original Equipment manufacturers or had been involved in commissioning of equipment in a large manufacturing industry/ steel plants would also be considered for the post provided they fulfil the prescribed period of experience.

Category	Requirement of Minimum percentage of marks in essential qualification^
General/OBC	65 % marks (average of all semesters) from AICTE approved college or recognised University / Institution
SC/ST/PWD/ Deptt. candidates	55 % marks (average of all semesters) from AICTE approved college or recognised University / Institution

^Requisite qualification should have been through a regular / full time course

Candidates belonging to SC/ST/OBC categories may also apply against the unreserved posts provided they fulfil the eligibility criteria for unreserved category. 1 post has been reserved for Orthopedically Handicapped (one arm affected, one leg affected) with minimum of 40% disability. Reservation for PWD candidates and Ex-servicemen will be provided on horizontal basis.

Upper Age Limit: 35 years (as on Closing date of Receipt of Application).

Note: Relaxation in age for OBC and SC/ ST candidates will be applicable for posts reserved for OBC/ SC/ST candidates only in the following manner:

OBC candidates(Non Creamy Layer) - 3 years

SC/ST candidates - 5 years

Upper age limit for Pwd candidates is relaxable by 10 years and for Ex-servicemen, candidates age relaxation shall be as per Govt. directives

Those domiciled in the State of Jammu & Kashmir from 01/01/1980 to 31/12/1989 will be allowed 5 years age relation in upper age limit.

OBC candidates belonging to 'Creamy layer' are not entitled for OBC reservation and such candidates have to indicate their category as General. OBC (Non creamy layer) candidates are required to submit the requisite OBC certificate in the prescribed format issued in the current financial year by the competent authority and a self-declaration in the prescribed formats as available on company's website www.sail.co.in at the time of interview.

Scale of Pay:

Post & Grade	Scale of Pay
Deputy Manager (E-3)	Rs. 32900-3%-58000/-

Emoluments and Other benefits: Emoluments include basic pay, Industrial Dearness Allowance, perquisites under cafeteria approach (up to 46% of basic pay) and other facilities such as medical facility for self and dependent family members, PF, Gratuity, etc. as per rules of the Company. In addition, company accommodation will be provided and in case of non-availability of company accommodation, house rent allowance will be paid.

Probation: The selected candidates shall be placed under probation for one year before confirmation.

Selection Procedure:

Eligible candidates will be required to appear for a Written Examination, information for which will be provided in the Admit card. Candidates shortlisted on the basis of their performance in the Written Test will be intimated to appear for Interview through careers page of SAIL website.

Written Test:

Eligible candidates will be required to appear for objective type written test at Kolkata on the appointed date.

The written test will have three segments; Domain knowledge & Managerial knowledge test for 25 marks each and practical knowledge test for 50 marks. The duration of the test would be two hours.

Interview:

From among those who qualify in the written test, candidates will be shortlisted for Interview in the ratio of 1:3 for each discipline, category wise, in order of merit.

The Interview may be held at short notice, for which call letters will be uploaded on SAIL website and candidates will be intimated of the same through their emails. No other communication will be sent to the candidates for this purpose.

For final selection, merit list will be drawn by combining the scores of written test and Interview with the weightage of 80:20 in that order.

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. Suitable relaxation in height and weight will be given to female candidates.

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 with SAIL" No other means/mode of application shall be accepted.

The candidates are required to upload scanned copies of their certificates, testimonials in support of educational qualification, professional qualifications, if any, relevant work experience etc. and recent coloured photograph in the SAIL website at the time of filling their applications on-line. Thereafter, the on-line application, and all relevant documents need to be downloaded from the said website and printed copies of the same are required to be sent to the Office of **DGM (Personnel-CF), SAIL-IISCO Steel Plant, 7, The Ridge, Burnpur-713325, Dt: Burdwan, West Bengal** by Speed Post so as to reach the said Office **latest by xx/xx/2016.**

Envelope containing the application should be clearly be super-scribed 'Application for the post of _____ in SAIL-ISP' as the case may be on the top of the envelope. For e.g., in case of a candidate applying for the post of Dy. Manager (Oprn) with Mills experience, the application should be superscribed as "Application for the post of Dy. Manager (Oprn) - Mills"

Before applying the candidates should ensure that they fulfil all the eligibility norms. Their registration 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 or if candidate fails to produce valid documentary proof in support of his eligibility.

Candidates, in absence of experience certificate, may provide their offer of appointment along with their pay slips of every six months to establish continuity of service for consideration for written test and interview, if shortlisted. However, in case of final selection, the candidates will be required to produce a valid experience certificate from the employer for the period mentioned in the advertisement.

Before registering their applications on the website, the candidates should possess the following:

- a) Valid e-mail ID and Mobile No., which should remain valid for at least one year
- b) Latest passport size coloured photograph as well as photograph of own signature, both in digital/scanned format (.jpg or jpeg file only, each not more than 500 kb size) for uploading with the application.
- c) Rs.500/- as examination fee for General and OBC Candidates. SC/ST/PWD/ESM or departmental candidates are exempted from payment of application and processing fee.
- d) Candidates are advised to read carefully instructions for online submission of application. The same will be available in the website itself.
- e) Candidate to upload self-attested copies of the following documents along with the on-line application:
 - I. Certificates and mark sheets as proof of Age, Educational / Professional Qualification,
 - II. Relevant work experience Certificate(s) clearly indicating the experience details.
 - III. Caste/ Category certificate in the prescribed format from the appropriate authority, if applicable

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

Note: Incomplete application/ application without enclosures as at (e) above/ application without photograph / 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-ISP, Burnpur in all matters relating to eligibility, acceptance, rejection of the application, issue of call letters, verification of testimonials and selection will be final and binding on the candidates and no enquiry or correspondence will be entertained in this connection

Mode of Payment of Application/ Processing Fee

Payment through Pay-in –Slip

State Bank of India has been authorized to collect the application and processing fee, in a specially opened "Power Jyoti" account No. -31932241266 at Burnpur, on behalf of IISCO Steel Plant, SAIL. Candidate has to approach the nearby SBI branch

with a printout of the "SBI Challan" which is available on the Application Registration Portal. The SBI Challan printed from the Portal only should be used for depositing the fee for proper crediting of amount in the allocated account. On receipt of the money, the concerned branch of SBI will issue a unique Journal Number and a Branch Code of the branch collecting the money. This Journal Number and the Branch Code are to be filled up by the candidate during online registration. In case a candidate deposits the fee in a wrong account, or doesn't finally submit the application form with payment details, IISCO Steel Plant will not be responsible. There will not be any other mode of collection of application/ processing fee. **Also, please note that the candidate will have to bear the Bank Charges to be paid to the collection branch of SBI in addition to the applicable application/ processing fee.** The SBI branches will accept the fee during banking hours up to the closing date of submission of online application. The candidates will be provided opportunity to verify their payment status after reconciliation on SAIL website and edit the payment details in case of wrong submission of Journal No. or Branch Code. No request for editing the payment details and issue of Admit card after closure of edit option will be entertained in wrong submission cases and candidature will stand rejected. 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 examination schedule/admit card/ result of written exam/ interview schedule and call letters/ intimation regarding final selection, etc. shall be provided through email/uploading on SAIL website. Responsibility of receiving, downloading and printing of admit card/interview call letter/ any other information shall be of the candidate. IISCO Steel Plant 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 email/website in time.

General Conditions:

- 1) Only Indian Nationals are eligible to apply against this advertisement.
- 2) Before applying the candidate should read all the instructions to ensure about his/her eligibility. Candidates who do not fulfil the eligibility criteria need not apply.
- 3) 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. The candidate will have to produce a copy of these norms with respect to his/her University/Institute at the time of Interview. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 point scale
- 4) Candidates working in Govt./Semi-Govt./ Public undertakings should produce 'No Objection Certificate' from their present employer at the time of interview, failing which he/she would not be allowed for the interview.
- 5) Departmental candidates, if any, will have to produce NOC from Head of Personnel of Plant/Unit that the candidates are working in.
- 6) Candidates applying from other PSUs/Govt./ Departmental candidates should have completed minimum two years in the next below grade / pay scale.
- 7) The Company reserves the right to cancel recruitment for any or all of the posts without assigning any reason. .
- 8) Bringing influence at any stage of the selection process will disqualify the candidate.
- 9) Candidates called for written test will have to appear at their own cost.
- 10) Out station candidates called for the personal interview shall be reimbursed single, to and fro AC 3 Tier railway fare, by shortest route from the communicating address to the place of interview, on production of proof of journey.
- 11) Appointment of selected candidates will be subject to their being found fit in the Company's Medical Examination, as per standards laid down under SAIL Medical and Health Policy.
- 12) If at any stage, it is detected that the candidate has given false information; his candidature will be rejected forthwith.
- 13) Certificates of SC/ST/OBC/PWD candidates should have been issued by the appropriate Authority (as per the prescribed proforma given on SAIL website - www.sail.co.in). For OBC (NCL), the certificate should have been issued on or after 01/04/2015 -the current financial year. OBC candidates who belong to "Creamy Layer" are not entitled to any relaxation available to OBC (NCL).
- 14) If the SC/ST/OBC 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.
- 15) 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.
- 16) Ex-servicemen are required to produce civil equivalence certificate of his / her qualification from the competent authority at the time of interview.
- 17) While applying the candidates should enter their full name as it appears in the matriculation / secondary certificate`.
- 18) Candidates should give clear and complete postal address, mobile numbers and e-mail address for correspondence; IISCO Steel Plant (ISP) will not be responsible for any postal delay / wrong delivery / non-delivery of any communication at any stage of the recruitment process.

- 19) Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of examination centre.
- 20) 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 their copy of Pay in Slip (SBI Challan) and Registration Slip as they can be asked to produce it for future reference.
- 21) Court of jurisdiction for any dispute will be at Asansol.

IMPORTANT DATES

Starting date for submitting applications through website	xx/xx/xxxx
Availability of Payment Reconciliation Status with edit option	xx/xx/xxxx
Closing of payment editing option	xx/xx/xxxx
Display of final reconciliation status	xx/xx/xxxx
Closing date for submitting applications through website	xx/xx/xxxx

Registered office: Ispat Bhawan, Lodi Road, New Delhi 110 003

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