



**An Opportunity to join Bhilai Steel Plant, SAIL as Manager (in E-3 grade).** Continuous Casting Operations- 02 Posts, Secondary Refinery Unit (SRU)- 01 Post, Converter Operation- 01 Post Mechanical Maintenance of Hydraulic Systems- 03 Posts, Mechanical Maintenance of Caster Area- 02 Posts , Mechanical Maintenance of Secondary Refinery Unit (SRU)- 01 Post, Mechanical Maintenance of Converter- 01 Post. Total no. of posts-11.

**Advt. No. BSP-37(Rectt.)/19-20, dated 20.11.19**

SAIL, a Maharatna Company and a leading steel maker in India with a turnover of around Rs. 66,973 crore, is in the process of modernizing and expanding its production units, raw material resources and other facilities to meet the customised requirement of market and strengthen it's competitive positioning.

Bhilai Steel Plant (BSP), a flagship unit of SAIL and eleven times winner of Prime Minister's Trophy for best Integrated Steel Plant in the country produces rails, Plates, Merchant products and Wire rods. BSP invites online application from young professionals for the following posts:

**I) DETAIL OF POSTS:**

Sl. No.	Name of the Post & Grade	No. of Posts	Posts identified suitable for PwD *	Essential Qualification and Required Experience as on closing date of receipt of application
1	Manager - Continuous Casting Operations, (E-3)	02 (1 UR, 1 OBC)	-	B.E./B.Tech. in Metallurgy (Full Time) from Govt. recognized University/Institute with 65% marks for General/OBC/EWS candidates and 55% marks for SC/ST candidates. Minimum 07 years of post qualification experience in executive cadre in continuous steel casting of any Integrated Steel Plant is essential.
2	Manager - Secondary Refinery Unit (SRU) Operations, (E-3)	01 (1 UR)	-	B.E./B.Tech. in Metallurgy (Full Time) from Govt. recognized University/Institute with 65% marks for General/OBC/EWS candidates and 55% marks for SC/ST candidates. Minimum 07 years of post qualification experience in executive cadre in operation of Ladle Furnace/ Vacuum Degassing of any Integrated Steel Plant is essential.
3	Manager - Converter Operations, (E-3)	01 (1 UR)	-	B.E./B.Tech. in Metallurgy (Full Time) from Govt. recognized University/Institute with 65% marks for General/OBC/EWS candidates and 55% marks for SC/ST candidates. Minimum 07 years of post qualification experience in executive cadre in blowing and tapping of steel in BOF converter of any Integrated Steel Plant is essential.
4	Manager - Mechanical Maintenance of Hydraulic Systems, (E-3)	03 (1 UR, 1 OBC, 1 EWS)	OH(OL), HH	B.E./B.Tech. in Mechanical (Full Time) from Govt. recognized University/Institute with 65% marks for General/OBC/EWS candidates and 55% marks for SC/ST/PWD candidates. Minimum 07 years of post qualification experience in executive cadre in maintenance of Hydraulic Systems of any Integrated Steel Plant is essential.
5	Manager - Mechanical Maintenance of Caster Area, (E-3)	02 (1 UR, 1 SC)	OH(OL), HH	B.E./B.Tech. in Mechanical (Full Time) from Govt. recognized University/Institute with 65% marks for General/OBC/EWS candidates and 55% marks for SC/ST/PWD candidates. Minimum 07 years of post qualification experience in executive cadre in mechanical maintenance of caster, including water circuits, mould circuits etc. of any Integrated Steel Plant is essential.
6	Manager - Mechanical Maintenance of Secondary Refinery Unit (SRU), (E-3)	01 (1 UR)	OH(OL), HH	B.E./B.Tech. in Mechanical (Full Time) from Govt. recognized University/Institute with 65% marks for General/OBC/EWS candidates and 55% marks for SC/ST/PWD candidates. Minimum 07 years of post qualification experience in executive cadre in mechanical maintenance of ladle furnace and RH degasser of any Integrated Steel Plant is essential.

7	Manager - Mechanical Maintenance of Converter, (E-3)	01 (1 UR)	OH(OL), HH	B.E./B.Tech. in Mechanical (Full Time) from Govt. recognized University/Institute with 65% marks for General/OBC/EWS candidates and 55% marks for SC/ST/PWD candidates. Minimum 07 years of post qualification experience in executive cadre in Mechanical maintenance of converter & all mechanical areas like GCP, ID fan etc. of any Integrated Steel Plant is essential.
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\*Orthopedically Impaired (OH) [OL- One Leg], Hearing Impaired (HH).

Upper age limit (35 Years), Essential qualification and required experience will be considered **as on closing date of receipt of application.**

## II) RELAXATION:

The upper age limit is relaxable by 5 years for SC/ST and 3 years for OBC ( non-creamy layer) candidates with respect to the posts reserved for them. Upper age is relaxable by 10 years for PwD (Persons with Disabilities) candidates, cumulative age relaxation is available for those PwD candidates who belong to SC/ST/OBC category. Ex-servicemen candidates will be granted age relaxation 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 relaxation in the upper age limit.

## III) RESERVATION:

Reservation for SC/ ST/OBC/EWS will be provided as indicated in the details of the posts as per prevailing rules. In case of PwD (Persons with Disabilities), candidates can apply against the post identified suitable for them, with minimum 40% disability as given in "Details of the Posts".

The OBC candidates who belong to "CREAMY LAYER" are not entitled for OBC concession and such candidates have to indicate their category as "General". The OBC (non-creamy layer) candidates are required to submit requisite certificate in the prescribed format issued in the current financial year. Caste Certificates should be submitted in the format for appointment to posts under Government of India/ Central Government/ Public Sector Undertaking (format available in our website [www.sail.co.in](http://www.sail.co.in) at 'Careers' link) issued by a Revenue Officer not below the rank of Tehsildar.

Note:

1. The benefit of reservation under EWS can be availed upon production of an Income and Asset Certificate issued by a Competent Authority in the prescribed format for the purpose as available on SAIL's website. Certificate in any other format will not be accepted. The Income and Asset Certificate issued by any one of the Authorities as notified by the Government of India in the prescribed format shall only be accepted as proof of candidate's claim as belonging to EWS.
2. For claiming the benefit admissible to PwDs under the Act, candidates are required to produce disability certificate (as per format available in our website [www.sail.co.in](http://www.sail.co.in) at 'Careers' link) issued by the Medical Board duly constituted by the State Govt./Central Govt. as per the provisions of Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act 1995. They have to satisfy the relaxed Physical Standard required for the posts. In case, the candidate fails to produce the certificate in the prescribed format issued by Competent Authority, his/her candidature will not be considered. A copy of the Disability Certificate must be submitted at the time of interview for consideration of their candidature under PwD category.

**Category SC/ST/OBC/PwD/EWS 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.**

**Disclaimer: EWS Vacancies are tentative and subject to further directives of Government of India and outcome of any litigation.**

## IV) MEDICAL STANDARDS:

Physical Standards

Parameter (minimum)	Male	Female
Height	150 cm	143 cm
Weight	45 kg	35 kg
Chest measurement	72 cm & 75 cm on expansion	75 cm & 79 cm on expansion

Visual Parameters: Same for Male & Female

Parameter	Standard
Distant vision	6/9 with or without glasses or 6/6 and 6/12 in the other eye with or without glasses.
Near vision	J1 both eyes with or without glasses. Power of glass will not exceed $\pm 4.0$ D
Color vision	Essential.
Binocular vision	Essential Surgically operated and corrected squint will be acceptable.

Field of vision should be normal and night blindness should not be there. Hearing should be Normal (Relaxable up to 30 db in speech frequency). The height and weight chart based on the body mass index will be followed while considering the anthropometric measurements wherever necessary.

Candidate should be of sound physique, free from any defect. 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.

#### V) SELECTION PROCESS:

The mode of selection for eligible applicants would be through an Interview. However, If for any position, the ratio of applicants for the post is more than 1:5 , Online(CBT)/written test will essentially be one of the segments of selection, followed by interview of qualifying candidates called in the ratio of 1:3. In such case, for final selection, merit list will be drawn by combining the scores of Online(CBT)/written test and Interview with the weightage of 80:20 in that order.

Information regarding Online(CBT)/Written test/Interview will be provided in the Admit Card/ Call Letter and through our website [www.sail.co.in](http://www.sail.co.in).

**VI) PROBATION:** The selected candidates on joining the company will be under probation for twelve months before confirmation.

#### VII) SCALE OF PAY:

POST & GRADE	SCALE OF PAY
Manager (E-3)	Rs. 32900-3%-58000/-

#### VIII) EMOLUMENTS AND OTHER BENEFITS:

Besides Basic Pay, Industrial Dearness Allowance will also be paid. 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. In addition, Company provides benefits like company accommodation and free medical facility for self and dependents as per Company rules. The Company will not bear any liability on account of Salary/ leave salary/ pension contribution etc., of previous employment.

#### IX) APPLICATION FEE:

Application fee for all the posts for General/OBC/EWS candidates is Rs 500/-. No application fee will be charged from SC/ST/PwD.

#### X) HOW TO APPLY:

Eligible and interested candidates would be required to apply online through SAIL's website: [www.sail.co.in](http://www.sail.co.in) at 'Careers' link. **No other means/mode of application will be accepted.** Before applying the candidates should ensure that they fulfill all the eligibility norms. Their registration will be provisional as their eligibility will be verified only at the time of interview. Mere issue of call letter for interview 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/her eligibility. BSP reserves the right to reject the applications and no communication in this regard will be made with the applicant.

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

- a) Valid e-mail ID, which should remain valid for at least one year.
- b) Towards application fee: Candidates should possess e-receipt generated after successful transaction during payment of fees after payment through Net banking/Credit Card/Debit Card.
- c) Candidates should have latest passport size photograph (.jpg only of less than 50kb size) as well as photograph of signature (.jpg only of less than 20 kb size) in digital form for uploading with the application form.
- d) Candidates are advised to read carefully instructions for online submission of application. The same will be available in the website itself.
- e) While filling online application, candidates must carefully follow all the steps. Incomplete application/ application without fee/ application not fulfilling any eligibility criteria will be rejected summarily. No communication will be entertained from the applicants in this regard.

The submission of online application/ registration process involves following three steps:-

Step 1: Filling up of candidate's detail

- Go to SAIL careers page at [www.sail.co.in](http://www.sail.co.in)
- Read the advertisement carefully to be sure about your eligibility.
- Click on the link **Apply**.
- Fill up all the required fields
- Ensure the information provided is correct and then submit

Step 2: Making Payment (Not required for SC/ST/PwD/ESM/Departmental candidates)

Payment through Net banking/Credit Card/Debit Card.

- The payment can be made through Net banking/Credit Card/Debit Card using the payment gateway made available. Transaction charges for online payment, if any, will be borne by the candidates.
- After ensuring the correctness of the particulars of the application form, candidates are required to pay fees through the payment gateway integrated with the application, following the instructions available on the screen. No change/edit will be allowed thereafter.

Failed transaction amount will be automatically refunded to same A/c from which payment was originally made.

Step 3: Final Registration and Printing of Provisional registration Slip

1. For payment through Net banking/Credit Card/Debit Card - On successful completion of the transaction, e-receipt will be generated; which should be printed for record and submitted as & when required in the subsequent stages.

Note:

- In case a candidate deposits the fee in a wrong account, or doesn't finally submit application form with payment details, if filled wrong details while applying on making payment, application will be rejected as incomplete and SAIL, BSP will not be responsible.
- No request for editing payment details and issue of call letter will be entertained in wrong submission cases and candidature will stand rejected.
- If the online transaction is not completed successfully, candidate will have to register again and make online payment.
- Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the application fee and to fill in the payment details carefully.

**XI) IMPORTANT:**

All correspondence with candidates shall be done through e-mail only. All information regarding interview schedule shall be provided through email/uploading on SAIL website. Responsibility of receiving, downloading and printing of call letter/any other information shall be of the candidate. SAIL, BSP 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.

Candidates are not required to send any document to BSP at this stage. The candidates will be allowed to appear in the interview only if they possess the valid Photo Call letter which will be available for downloading from the SAIL website as per schedule indicated below.

The candidates applying for the post should ensure that they fulfill all the eligibility conditions as per advertisement. Their admission at all the stages of selection process will be purely provisional, subject to their satisfying the prescribed eligibility conditions. If on verification at any stage of the selection process, it is found that they do not fulfill any of the eligibility conditions; their candidature for the post will be cancelled forthwith.

## **XII) GENERAL CONDITIONS:**

1. Candidate must be an Indian national possessing requisite qualification from an Institute recognised by State Govt. /Central Govt.
2. Candidates not fulfilling the required criteria need not apply. All certificates of eligibility will be verified at the time of interview only and any candidate failing to produce the same will not be allowed in the same. Therefore, candidates must ensure their eligibility before submission of application.
3. Biometric registration and subsequent verification of candidates will be carried out during the selection process and at the time of joining.
4. Candidate possessing the requisite qualification through Distance mode/ Correspondence/ off Campus are not eligible to apply.
5. For calculation of percentage of marks acquired by the candidate in Degree in Engineering, percentage/ marks considered by the Board/University/Institution for award of Degree will be taken. In absence of the same, marks acquired and the total marks of all semesters/ years will be considered. Wherever, the University/Institution prescribe CGPA score instead of percentage, the CGPA score will be converted into equivalent percentage as per the norms of the University/Institution to determine the eligibility. If no norms are specified by the University/Institution the CGPA score will be converted into percentage on proportionate basis e.g the CGPA of 7.5 out of 10 will be treated as 75%.
6. The term departmental candidates means those candidates who are currently working with SAIL as permanent employees and not wards of SAIL employees.
7. Travelling expense to the extent of AC 3 Tier rail fare including Rajdhani Express will be reimbursed for appearing in interview, on production of proof of journey performed, including reservation and tatkal booking charges, if any, by the shortest route.
8. Bringing influence at any stage of the selection process will disqualify the candidate.
9. The prescribed qualification/ experience are the minimum and mere possession of the same does not entitle a candidate for interview, BSP's decision shall be final in this regard.
10. Ex Serviceman candidate is required to produce civil equivalence certificate of his/her qualification from the competent authority at the time of interview.
11. Selected candidates shall also be required to serve in any of the mines owned by Bhilai Steel Plant.
12. The advertisement is available at SAIL website [www.sail.co.in](http://www.sail.co.in) (at 'Careers' link). 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.
13. The vacancies shown are provisional and liable to be increased or decreased or may be reduced to nil; in which case Bhilai Steel Plant is not liable to compensate the applicant for the consequential damages.
14. While applying, Candidate must write his/her name as it appears in the educational certificate of Matriculation or equivalent examination.
15. Candidates sponsored by local employment exchange will have to apply in the prescribed format in the prescribed system failing which they will not be considered.
16. Candidates employed in Govt. Departments/PSUs/Autonomous Bodies will have to produce No Objection Certificate (NOC) from the present employer at the time of interview.
17. If the SC/ST/OBC/EWS/PwD certificate or any other certificate/ documents 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.
18. Candidates must retain BSP's copy of Registration Slip or e-receipt as they will be asked to produce it for future reference.
19. BSP reserves the right to cancel/restrict/enlarge/modify/alter the requirements advertised, if need so arises, without issuing any further notice or assigning any reason thereto.
20. Submission of online application itself will mean that applicant has read, understood and agreed to all the terms enlisted in the advertisement and also aware of it. Therefore, candidate must be sure that he/she understands the terms before submission of application.
21. Court of jurisdiction for any dispute will be at Durg, Chhattisgarh.

**XIII) IMPORTANT DATES:**

1	Starting date of receipt of online application	:	14.12.2019
2	Closing date of receipt of online application	:	04.01.2020
3	Last date of feeding of payment details	:	05.01.2020
4	Availability of Payment Reconciliation Status with edit option	:	Will be available on website.
5	Closing of payment editing option	:	
6	Date of availability of interview call letter on website	:	
7	Tentative Date of interview	:	Will be confirmed in call letter.

**Note: In case of any query/clarification candidate may contact on 0788-2227861 during working hours  
(9:00 AM to 5:30 PM)**

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