



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

EMPLOYMENT NOTIFICATION NUMBER: 2014/3

SAIL, a Maharatna Company, and a leading steel-making company in India with a turnover of Rs.51866 crore (FY 2013-14), is in the process of modernizing and expanding its production units, raw material resources and other facilities to maintain its dominant position in the Indian steel market.

IISCO STEEL PLANT, a unit of SAIL, invites online applications from technically qualified and experienced professionals in executive cadre for recruitment to 13 posts of Jr. Manager (Safety) (E1 grade), 3 posts of Asst. Manager (CCP-Oprn.)(E2 grade)and 73 posts at the level of Dy. Managers (E3 grade) for units at the state of the art 2.5 MTPA integrated steel plant at Burnpur, Dt: Burdwan, West Bengal.

For Jr. Manager (Safety) Grade: E1

Name of the Post	Nos.	Essential Minimum Educational Qualification& Experience
Jr. Manager (Safety)	13 (UR- 7 SC- 2 ST- 1 OBC-3)	Degree in any branch of engineering from a recognised University / Institute with diploma in Industrial Safety Certificate issued by the Competent Govt. Authority. The candidates need to be in possession of minimum one year post qualification working experience as a certified Industrial Safety officer in a reputed industrial organisation preferably in continuous manufacturing sector.

For Asst. Managers (CCP-Oprn.) Grade: E2

Discipline & Nos. of Posts	Area / Deptt.	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 01.10.2014
Operations - 3 (UR-2 OBC-1)	Continuous Casting Plant	Degree in Metallurgical/ Mechanical / Production Engineering	Minimum 4 years' hands-on working experience in Continuous Casting Plant operations, preferably in Billet / Bloom Caster.

For Dy. Managers Grade: E3

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 01.10.2014
Operations - 18 (UR- 8 SC- 2 ST- 2 OBC - 6) (Includes 1-ST, and 3 -OBC backlogs)	Oxygen plant - 2	Degree in Metallurgical/ Mechanical / Production Engineering	07 years' experience in Operation of modern high capacity Air separation units including cryogenic pumps, cryogenic liquid storage and gas distribution systems and related oxygen plant equipments; preferably with working experience in a modern Oxygen Plant of 500 TPD or more.
	Steel Melting Shop [BOF/CCP] – 5		07 years' experience in Operation of - Basic Oxygen Furnace / Continuous Casting Plant preferably with working experience in an Integrated Steel Plant
	Blast Furnace – 1 / Sinter Plant- 2		07 years' experience in Operation of -Blast Furnace / Sinter Plant preferably with working experience in an Integrated Steel Plant.
	Coke Dry Cooling Plant - 2		07 years' experience in Operation of Coke dry Quenching Systempreferably with working experience in an Integrated Steel Plant
	Coke Oven Battery -2		07 years' experience in Operation of Coke oven Batteries/ Heating/ Battery Repair/ maintenance of Batterypreferably with working experience in an Integrated Steel Plant
	Research and Control Lab- 4	Degree in Chemical Engineering	07 years' working experience in RCL along with knowledge of modern computerised equipments for analysis preferably with working experience in an Integrated Steel Plant

For Dy. Managers Grade: E3

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 as on 01.10.2014
Mechanical - 23 (UR- 10 SC- 3 ST- 1 OBC-9) (Includes 4 OBCbacklogs)	20 posts for Oxygen plant, Blast Furnace, Sinter Plant, BOF, CCP, Coke Oven Battery, Coke Dry Cooling Plant, Mech. Maint., OHP, Traffic, Boiler Maintenance	Degree in Mechanical Engineering	07years' experience in Mechanical Maintenance/Hydraulics/use of Lubricants/ Bearing Technnnology/ Maintenance of equipments and its alignments/ Fabrication and repair for Heavy Maintenance/cryogenic pumps/ cryogenic liquid storage and gas distribution systems/ Centrifugal air compressor (1200m ³ /min) /related oxygen plant equipments/ Sinter Plant equipments/ Bell less Top charging system of BF; preferably with experience of working in an Integrated Steel Plant.
	3 posts for Mech. Maint (Hydraulics).	Degee in Mechanical Engineering	07 years' experience in Maintenance of Hydraulic equipments with knowledge of industrial hydraulics and mobile equipments; preferably with experience of working in modern steel making units in an Integrated Steel Plant. Persons who have experience of working as a service engineer with Original Equipment manufacturers or had been involved in commissioning of the above equipments in a large manufacturing industry would also be considered for the post provided they fulfil the prescribed period of experience.
Electrical - 22 (UR – 8 SC- 3 ST- 1 OBC-10) (Includes 1 SC and 6 OBC backlogs)	20 post for Oxygen plant, Blast Furnace, BOF, Coke Oven Battery, Coke Dry Cooling Plant, Mech. Maint., Sinter Plant, OHP, Traffic	Degreein Electrical Engineering/ Electronics Engineering	07 years' experience in Electrical Maintenance of VVVF Drives/ PLCs/ Protection circuits/ CNC machines/ Robotics; preferably with experience of working in modern steel making units in an Integrated Steel Plant. Persons who have experience of working as a service engineer with Original Equipment manufacturers or had been involved in commissioning of the above equipments in a large manufacturing industry would also be considered for the post provided they fulfil the prescribed period of experience.
	2 post for Main Receiving Station	Degreein Electrical Engineering	07 years' experience in operation, maintenance, repair, testing & breakdown handling pertaining to Transformers, Switchgears, Isolators & other associated equipments of EHV yard (132KV and above) system and also HT indoor distribution substation equipment with latest numerical control and protection
Environment Management 2 (UR-2)	Environment Management	Degreein Engineering with ME/M. Tech in Environmental Engineering	05years' experience inEnvironmental monitoring/ pollution control/ waste management in industry/ consultancy services / research organisation/Integrated Steel Plants.
Energy Management 4 (UR-3 OBC-1)	Energy Management	Degreein Chemical/ Mechanical Engineering	07 years' experience in handling of various gaseousmedia in Integrated Steel Plantslike BF Gas, BOF/LD Convertor Gas, LPG/ Coke Oven gases etc. Candidates should be conversant with the safety norms prescribed for handling of the gases or its mixtures. Experience in LD gas holder operation shall be preferred.
Rail Track Maintenance – 2 (UR-2)	PW Track Maintenance	Degree in Civil Engineering	07 years' experience In trackin rail track installation and maintenance in Railways/ industrial establishment/Integrated Steel Plants/ port, etc.
Chemical -1 (UR-1)	Quality Control in Chemical Section of Research & Control Lab	Degree in Chemical Engineering	07 years' experience in Quality Control in Chemical Section of Research & Control Lab in ferrous/ non-ferrous industry preferably with experience of working in an Integrated Steel Plant
Ceramics -1 (UR-1)	Quality Control in Ceramics Section of Research & Control Lab	Degree in Ceramics Engg./M.Tech. in Materials Sc.	07 years' experience in Quality Control in Ceramics Section of Research & Control Lab in ferrous/ non-ferrous industry preferably with experience in an Integrated Steel Plant.

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	55 % marks (average of all semesters) from AICTE approved college or recognised University / Institution

Candidates belonging to SC/ST/OBC categories may also apply against the unreserved posts provided they fulfil the eligibility criteria for unreserved category. Reservation for PWD candidates in accordance with Presidential Directive and Ex-servicemen will be provided on horizontal basis.

Upper Age Limit: For Jr. Manager (Safety) is 30 years, for Asst. Manager (CCP-Oprn.) is 34 years and for Dy. Managers is 37 years (as on as on 01.10.2014).

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.

Age relaxation for PWD up to 10 years & Ex-servicemen candidates as per Govt. directives.

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 (on or after 01/04/2014) by the competent authority and a self-declaration in the prescribed formats as available on company's website www.sailco.in at the time of interview.

Scale of Pay:

Post& Grade	Scale of Pay
Jr. Manager (Safety) (E-1)	Rs.20600-3%-46500/-
Asst. Manager (CCP-oprn.) (E-2)	Rs. 24900-3%-50500/-
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 & dependent family members, PF, gratuity etc. as per rules of the Company. In addition House rent allowance will be paid only where company accommodation is not available.

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

Selection Procedure: Written test followed by personal Interview of candidates who qualify in the written test. For Dy. Managers and Asst. Managers, the written exam will be designed to test the domain specific knowledge as well as the practical knowledge (both technical & managerial) of the candidates.

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 along with the application format (available on website) 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 18/11/2014.**

Envelope containing the application should be clearly superscribed '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 Oxygen Plant experience, the application should be superscribed as "Application for the post of Dy. Manager (Oprn) - Oxygen Plant"

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 the 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) Have latest passport size coloured photograph as well as photograph of own signature, both in digital 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 candidates are exempted from payment of Application & Processing fees.
- 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 apply through proper channel / should produce 'No Objection Certificate' from their present employer at the time of 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) The Company reserves the right to cancel recruitment for any or all of the posts without assigning any reason. Decision of the Selection Committee shall be final and binding on each candidate. No separate communication shall be made in this regard except to the selected candidates.
- 7) Bringing influence at any stage of the selection process will disqualify the candidate.
- 8) Candidates called for written test will have to appear at their own cost,
- 9) 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.
- 10) 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.
- 11) If at any stage, it is detected that the candidate has given false information; his candidature will be rejected forthwith.
- 12) 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 01/04/2014 -the current financial year). OBC candidates who belong to "Creamy Layer" are not entitled to any relaxation.
- 13) 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.
- 14) Upper age limit for PWD candidates is relaxable by 10 years The physically challenged 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.
- 15) Ex-servicemen are required to produce civil equivalence certificate of his / her qualification from the competent authority at the time of interview.
- 16) While applying the candidates should enter their full name as it appears in the matriculation / secondary certificate and 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.
- 17) Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of examination centre.
- 18) 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.
- 19) Court of jurisdiction for any dispute will be at Asansol, West Bengal.

IMPORTANT DATES

Starting date for submitting applications through website	17/10/2014
Availability of Payment Reconciliation Status with edit option	03/11/2014
Closing of payment editing option	<i>Will be communicated through website later on</i>
Display of final reconciliation status	
Closing date for submitting applications through website	