



STEEL AUTHORITY OF INDIA LIMITED
(A Government of India Enterprise)
BOKARO STEEL PLANT

BOKARO STEEL CITY – 827001, JHARKHAND, INDIA

Advt. No. BSL/R/2019-01

Date: 16/01/2019

SAIL, a **Maharatna** Company, and a leading steel-making company in India with a turnover of Rs. 58,042 crores (FY 2017-18) is in the process of modernizing and expanding its production units, captive mines and other facilities to maintain its dominant position in the Indian steel market.

Bokaro Steel Plant, one of the modernised integrated steel plants of SAIL employing a motivated workforce of around 12,711 employees is producer of HR Coils/Sheets/Plates, CR Coils/ Sheets, GP Sheets/Coils. Bokaro Steel is working towards becoming a one-stop-shop for world-class flat steel products in India.

SAIL, Bokaro Steel Plant invites online applications from energetic, result oriented, promising and talented youth for the following posts for its existing & modernisation units.

I. DETAILS OF POSTS :

SNo.	Name of Post	No. of Posts	Pay Scale & Grade
1	Jr. Manager (Safety)	09	Rs. 24900/-3%-50500/-, E1
2	Jr. Manager (Architecture & City planning)	02	Rs. 24900/-3%-50500/-, E1

Following no. of posts are reserved for SC/ ST / OBC (Non Creamy Layer) / Persons with Disabilities.

Name of Post	Total	UR	SC		ST		OBC (NCL)		PwD*	
			C	BL	C	BL	C	BL	C	BL
Jr. Manager (Safety)	09	06	1	-	-	-	2	-	01	-
Jr. Manager (Architecture & City planning)	02	02	-	-	-	-	-	-	-	-

Posts	PwD (Persons with Disability) Disability category* to be considered
Jr. Manager (Safety)	OH (OL)
Jr. Manager (Architecture & City planning)	-----

Reservation for Persons with Disabilities and Ex-Serviceman will be on horizontal basis.

* Only for Orthopedically Handicapped (OH-OL (One Leg affected)) candidates having a minimum of 40 % disability.

OH (OL – One Leg affected) – 01.

Note: OBC candidates belonging to ‘Creamy layer’ are not entitled to OBC concession and such candidates have to indicate their category as General. OBC (non-creamy layer) candidates are required to submit the requisite certificate in the prescribed format issued by the competent authority and valid in the current financial year.

II. ELIGIBILITY

a) Upper Age Limit (As on 06/02/2019):

For post at SL 1: 30 Yrs

For post at SL 2: 30 Yrs

Relaxable by 5 years for candidates belonging to SC category, 3 years for candidates belonging to OBC (Non-creamy layer) respectively with respect to posts reserved for them. The non-creamy layer status should be valid on the closing date of receipt of application (i.e. 06/02/2019). Additional relaxation of 10 years in age to Persons with Disabilities. Ex-Service men (ESM), who have put in not less than 6 months continuous service in the armed forces, will be allowed age relaxation to the extent of military service plus three years against reserve/unreserved vacancies as per government guidelines.

Departmental candidates (employees of SAIL) will be given relaxation of 10 years over and above the upper age limit. However, for Induction level examinations, the upper age limit for the departmental candidates will be 45 years for E1 level posts, irrespective of the category of the candidate.

Those domiciled in the state of Jammu & Kashmir from 1/1/80 to 31/12/89 will be allowed 5 years relaxation in upper age limit.

b) Essential Qualification and Experience (as on 06/02/2019)

Sl.No.	Post & Grade	Essential Minimum Qualification & experience
1.	Jr. Manager (Safety), E1	a) i) Degree in any branch of engineering or technology, preferably in Industrial Safety; and ii) Degree or Diploma in Industrial Safety recognised by the State Governments of Jharkhand or Bihar in this behalf; or from Central Labour Institute, Mumbai or the Regional Labour Institutes of Government of India at Kanpur, Kolkata, Chennai or Faridabad; and iii) Working experience of at least 2 years in a factory b) Notwithstanding above provisions in (a), any person who possesses a recognised degree in engineering or technology and has had experience of not less than 2 years, in a department of Central or State Government which deals with the administration of the Factories Act, 1948.
2.	Jr. Manager (Architecture & City planning), E1	i) B.E./B.Tech in Architecture Engineering & must be registered with the council of Architecture under Architects Act 1972 vide Circular No-F.17-6/2002-TS.IV dated 19.12.2002 issued by Government of India, Ministry of Human Resource Development. ii) Must have minimum one year working experience in Architectural field in any Govt. organisation/PSU/ Public Limited company/ Private Limited company/ Private registered architecture firm. iii) Preference may be given for the candidate having Post graduate degree/ diploma in Urban/ Town planning.

Minimum % of qualifying marks required:

For post at srl. 1 : 65% for General / OBC candidates

55% for SC/ PwD / Departmental candidates
For post at srl. 2 : 65% for General candidates

For the above post at srl.1, SC candidates having relevant requisite qualification and experience, as mentioned against this post, with 55% marks shall be eligible to apply against posts reserved only for the respective category. However, for them to be eligible against UR category, candidates having relevant requisite qualification and experience as mentioned against this post with 65% marks, shall only be eligible to apply.

Further, for the above post at srl.1, ST candidates having relevant requisite qualification and experience as mentioned against this post with 65% marks, shall only be eligible to apply (against UR category).

For the above post at srl.2, SC/ST candidates having relevant requisite qualification and experience as mentioned against this post with 65% marks, shall only be eligible to apply (against UR category).

Further, for the above posts at srl. 1 to 2, PWD/Departmental candidates having relevant requisite qualification and experience as mentioned against each post, with 55% marks shall be eligible to apply.

- c) **Physical Standards :** To be considered fit for employment, the candidate should be in good physical and mental health and should be able to perform his job effectively.: -

Parameter	Required Standard	
	MALE	FEMALE
Height	155s cms	143 cms
Weight	45 Kgs	35 Kgs

The medical standards indicated above are minimum pre-requisites. Before applying candidates must ensure that they possess the above mentioned Physical Standards. However, appointment of selected candidates will be subject to being found medically fit by the medical officer of the Company as per standards laid down under SAIL's Medical & Health Manual.

III. **SELECTION PROCEDURE**

Eligible candidates for the above posts will be required to appear in Written Examination. The minimum qualifying marks in Written Examination will be determined based on 50 percentile score (for UR Category) and 40 percentile score (for SC/OBC (NCL)/PWD candidates respectively with respect to posts reserved for them. Candidates who qualify in the written examination will be called for Interview in the ratio of 1:3. The final merit list of candidates will be prepared on the basis of marks obtained in the written & interview. Information for Written Examination and Interview will be provided on our website www.sail.co.in only.

If the no. of applications received is less than or equal to 5 times of the post advertised, then written test may not be conducted and eligible candidates may be called for Interview only. In that case, the final merit list of candidates will be prepared only on the basis of marks obtained in the interview. Information for Interview will be provided on our website www.sail.co.in only.

IV. **TRAINING & PROBATION:**

For post at srl. 1 & 2, candidates selected as Jr. Manager (E1) shall be placed under probation for 1 year.

V. EMOLUMENTS AND OTHER BENEFITS

For the post of Jr. Manager (E-1), the emoluments will include basic pay, industrial dearness allowance, perquisites and other facilities such as medical facility for self and family, provident fund, gratuity etc., as per rules of the company. In addition, House Rent Allowance will be paid only where company accommodation is not available. Pay Scale of E1 grade is Rs. 24,900/-3%-50,500/-.

VI. APPLICATION & PROCESSING FEES (Non-Refundable)

Post (s)	Grade	Category	Application Fee
Jr. Manager (Safety)	E1	General , OBC	Rs. 500/-
Jr. Manager (Architecture & City planning)	E1	General , OBC	Rs. 500/-

*SC/ST/PwD/ESM/Departmental candidates are exempted from payment of Application fees.

VII. HOW TO APPLY:

Eligible and interested candidates would be required to apply online through SAIL's website: www.sail.co.in (Career with sail). **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/ Trade Test / Skill Test . Mere issue of admit card / interview/ Trade Test / Skill Test 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.

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

- Valid e-mail ID, which should remain valid for at least one year.
- Candidates should ensure that they possess requisite qualification at the time of applying.
- Provision to pay application fee for the post as applicable(non-refundable). Candidates can opt to pay through internet banking account or credit card / debit card / cash at SBI branch, **through SBI collect.** SC/ST/PwD/ESM/Departmental candidates are exempted from payment of Application fees.
- Candidates should have latest colour passport size photograph as well as photograph of signature in digital form (.jpg or .jpeg only of less than 500 kb size) for uploading with the application form.
- Candidates are advised to read carefully instructions for online submission of application. The same will be available in the website itself.
- While filling on-line application the 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 applicants in this regard.
- After applying online, candidate is required to download the system generated Provisional Registration Slip with unique registration number and other essential details.
- Candidates are not required to send any document to Bokaro Steel Plant at this stage. The candidates will be allowed to appear in the Written Test only if they possess the valid Photo Admit Card which will be available for downloading from the SAIL website as per schedule indicated below.

- i) The application being online, if during verification of documents prior to interview/ Trade Test / Skill Test , it is found that the candidate does not possess the requisite eligibility criteria, he/she will not be allowed to appear for the interview/ **Trade Test / Skill Test**.

Step 1 : Filling up of Application

- a) Go to SAIL careers page at www.sail.co.in or www.sailcareers.com.
- b) Read the Advertisement carefully to be sure about your eligibility
- c) Click on the link **Apply**
- d) Fill up all the required fields
- e) Ensure the information provided is correct and then submit.

Step 2: Making Payment

- For making payment of application fee the following steps may be followed:
 - a) Open a new window on the browser and Log into www.onlinesbi.com and on the home page click "State Bank Collect".
 - b) In the next screen of "DISCLAIMER CLAUSE" click the check box for acceptance of terms & conditions and click "PROCEED".
 - c) In the next screen select the "State of Corporate/Institution" as "Jharkhand" and "Type of Corporate/Institution" as "INDUSTRY" and click "GO".
 - d) In the next screen select "Industry Name" as "STEEL AUTHORITY OF INDIA LTD" and click "SUBMIT"
 - e) In the next screen select the option "Select Payment Category" as "SAIL BSL – PERS RECRUITMENT".
- Fill the Name of post applied for, Advertisement No, Registration No, Name of Applicant and Amount on the payment portal. In addition to the above also fill the fields as per instruction given on the screen for "reprinting your e-receipt/remittance(PAP) form, if the need arise as well as the text displayed and then click SUBMIT".
- Next Screen – All filled in details of the candidate are displayed. Ensure that all the details are filled properly while making payment. Please **check/verify the data on this screen** and then **proceed to the payment screen**. SAIL or SBI will not be responsible, in case a candidate deposits the fee against a different or incorrect Registration no. In case of incorrect registration no., the candidate will have to deposit the amount once again with correct registration details and the amount deposited with incorrect registration details will be forfeited.
- Candidate will have to bear the bank charges in addition to the applicable application & processing fee.
- On successful payment, the candidate shall be **prompted to download the e-receipt and chose print option. Note down the SBI Collect reference no. as the same would be required during Step 3 i.e. "Final registration" stage of the Registration process.**

Step 3 : Final Registration & Printing of Provisional Registration Slip:

- Once the payment is made, the State Bank Collect Reference No. and date of payment is required to be entered in the SAIL Web site to generate the provisional Registration Slip.
- Candidates should retain a photocopy of their e-receipt and Registration Slip as they can be asked to produce them for reference, at any stage of selection process.

- In case a candidate deposits the fee in a wrong account, or doesn't finally submit application form with payment details, application may be rejected as incomplete and SAIL will not be responsible.
- 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 applying online, candidate is required to download the system generated Provisional Registration Slip with unique registration number and other essential details.

The candidates will be provided opportunity to verify their registered candidate status on SAIL website.

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. Failed Transaction amount will be automatically refunded to same A/c from which payment was originally made, within seven working days.

VIII. IMPORTANT

All correspondence whenever required with candidates shall be done through e-mail/SMS only. All information regarding examination schedule/admit card/result of written exam/interview/ Trade Test / Skill Test 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/ Trade Test / Skill Test call letter any other information shall be of the candidate. SAIL/Bokaro 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 or due to any network related data loss.

IX. GENERAL CONDITIONS

- i) Candidate must be an Indian national possessing requisite qualification from an Institute recognized by State Govt. /Central Govt.
- ii) Candidates not satisfying the requisite eligibility criteria specified in this advertisement need not apply. All certificates and documents in support of eligibility will be verified only during the interview / Trade Test / Skill Test and any candidate, who fails to produce the same, will not be allowed to appear for interview/ Trade Test / Skill Test. Therefore, candidates are requested to ensure their eligibility before applying.
- iii) Candidates possessing the required qualification in their respective stream through Distance mode/ correspondence course/ off-campus are not eligible to apply.
- iv) While applying the candidates should enter their full name as it appears in the matriculation/secondary certificate.
- v) Candidates claiming benefit of reservation should submit Caste Certificates 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) issued by a Revenue Officer not below the rank of SDO / SDM / Tehsildar.
- vi) 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.
- vii) Upper age limit for PWD candidates is relaxable by 10 years. 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.
- viii) Ex-servicemen are required to produce civil equivalence certificate of his / her qualification from the competent authority at the time of interview/ Trade Test / Skill Test.
- ix) Candidature of a registered candidate is liable to be rejected at any stage of the recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or is

found not to be in conformity with eligibility criteria mentioned in the advertisement. SAIL/Bokaro Steel Plant reserves the right to reject the application and no communication in this regard will be made with the applicant.

- x) The posts advertised are tentative. SAIL/Bokaro Steel Plant reserves the right to fill or not to fill all or any of the above positions without assigning any reason whatsoever. SAIL/Bokaro Steel Plant is not liable to compensate the applicant for the consequential damages, if any, arising out of the aforesaid.
- xi) Physical 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 Policy.
- xii) Bringing influence at any stage of the selection process or using of unfair means will disqualify the candidate from selection.
- xiii) The advertisement is available on SAIL website: www.sail.co.in. Any subsequent information/changes for the recruitment process with respect to this advertisement/employment notice shall be communicated through this website only. Candidates are advised to keep themselves updated of the changes if any.
- xiv) Candidates employed in Govt. Departments/PSUs/Autonomous Bodies will have to produce NOC from the present employer at the time of Interview / Trade Test / Skill Test and release order at the time of joining.
- xv) No request for change of examination centre will be entertained. SAIL/Bokaro Steel Plant reserves the right to cancel or add any center depending on the response in that area/centre.
- xvi) Candidates should retain a photocopy of their e-receipt and Registration Slip as they can be asked to produce them for reference, at any stage of selection process.
- xvii) Bokaro Steel Plant reserves the right to reject the applications that are not complete or do not conform to the eligibility requirements and no communication in this regard will be made with the applicants.
- xviii) If the candidates do not fulfill any of the conditions given in the Employment Notice his/her candidature will be cancelled at any stage whenever the discrepancy is noticed.
- xix) Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of the examination Centres.
- xx) Any proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response there to can be instituted in the district of Bokaro, Jharkhand and courts/tribunal/forums in the district of Bokaro, Jharkhand only shall have sole and exclusive jurisdiction to try any such cause/dispute.
- xxi) In case of disparity in English & Hindi version of advertisement, English version will prevail.

X. IMPORTANT DATES:

1	Starting date for submitting applications through website	:	16/01/2019
2	Closing date for submitting applications through website	:	06/02/2019
3	Availability of Payment Reconciliation Status with edit option	:	Will be communicated through website later on
4	Closing of payment editing option	:	
5	Display of final reconciliation status	:	
6	Starting date for downloading of Admit Card from SAIL website for written examination	:	
7	Tentative Date of Written Test	:	will be confirmed in Admit Card
