



STEEL AUTHORITY OF INDIA LIMITED
(A Govt. of India Enterprise)
RESEARCH & DEVELOPMENT CENTRE FOR IRON & STEEL(RDCIS)
RANCHI – 834 002
JHARKHAND

RECRUITMENT IN SAIL-RDCIS, RANCHI
EMPLOYMENT NOTIFICATION NUMBER: 2014/1

SAIL, a Maharatna Company, and a leading steel-making company in India with a turnover of Rs. 51,866 crores (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. In order to facilitate development and acquisition of appropriate technologies for sustained growth, **SAIL R&D Master Plan** implementation is underway.

Research & Development Centre for Iron and Steel (RDCIS) at Ranchi is the Corporate R&D unit of SAIL and is the nodal agency for implementing the R&D Master Plan. It has Plant Centres at Bokaro, Bhilai, Burnpur, Durgapur, Rourkela & Bhadravati.

Research & Development Centre for Iron and Steel (RDCIS), invites online applications for the following non-executive posts:

1. Details of the posts:

Sl No.	Name of the Post	No. of Posts	Pay Scale & Grade
1	Operator-cum-Technician(OCT) -Trainee	14	(Rs.16800 -3%- 24110) Grade S-3*

*Pay and Grade after successful completion of two years' training period

The following numbers of posts are reserved for SC/ST/ OBC/PWD/Ex-servicemen.

Discipline	Total Posts	UR	SC	ST	OBC	PWD OH(OA); HH(PD)	ESM
Chemical	2	9	1	3	1	1	2
Civil	3						
Electrical	2						
Mechanical	2						
Metallurgy	4						
Refractory /Ceramics	1						

- Reservation for PWD & Ex-Servicemen(ESM) are on horizontal basis.
- The PWD post is reserved for Orthopedically Handicapped(OH)-One Arm(OA) affected / Hearing Handicapped(HH)-Partially Deaf(PD) both with minimum of 40% disability.
- If suitable ESM candidates are not available for filling up the posts reserved for ESM, the same will be filled up by candidates other than ESM.

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 in the current financial year by the competent authority at the time of Interview.

2. Eligibility Conditions:

i) **Maximum age in years as on 1-1-2015**

Posts	General	SC*	ST*	OBC*
Operator-cum-Technician(OCT) -Trainee	28	33	33	31

*Relaxation in age to candidates belonging to reserved category is available w.r.t. post reserved for respective category.

Relaxation in age to Persons with Disabilities and Ex-Servicemen(ESM) shall be as per Government Directives. Those domiciled in the state of Jammu and Kashmir from 01.01.1980 to 31.12.1989 will be allowed 5 years relaxation in upper age limit.

ii) **Essential Qualification:**

Sl	Post	Essential Minimum Qualification
1	Operator-cum-Technician (Trainee)	Matriculation and three years full time Diploma in engineering in any of the following discipline - Metallurgy / Mechanical / Electrical / Civil / Chemical / Ceramics, from Govt. recognized Institute.

Candidates who do not have prescribed qualification i.e Diploma in Engineering on or before closing date of application need not apply.

iii) **Physical Standards :** Candidates will be required to meet requisite physical standard laid down by Company for being considered for the post: -

Parameter	Required 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
Eye	6/9 both eyes (with or without glasses) Power glass (if worn): not more than ± 2.5 D Normal(Colour blindness will be a disqualification)	
Binocular vision	Essentially operated and corrected squint will be acceptable	
Hearing	Normal (relaxable up to 30 dB in speech frequency)	

Selection of candidates is subject to being found medically fit by the medical officer of the Company as per prescribed rules of the company.

3. Selection Procedure:

Eligible candidates will be required to appear in the written examination. On the basis of their performance in the written examination they will be called for interview. Information for written exam and interview will be provided on SAIL website www.sail.co.in.

4. Test Centres :

Written Test will be held at Ranchi and Kolkata.

5. Training & Probation:

Candidates selected as Operator-cum-Technician (Trainee) will be placed on training for a maximum period of 2 Years which can be extended by another two years as per requirement. On successful completion of training period, they shall be regularized in S-3 grade in the pay scale of Rs.16800/- 3% - Rs.24110/- after successful completion of training candidates shall be placed under probation for one year. The selected candidates will be paid consolidated pay during training period as per rates given below;

Post	Consolidated pay (per month)	
	First Year (Rs.)	Second Year (Rs.)
Operator-cum-Technician (Trainee)	10700/-	12200/-

During the period of 2 years training, trainees will also get Medical facility for self, spouse and dependent children, leave etc., as per the Rules of the company.

6. **Emoluments and Other Benefits**

The emoluments for the abovementioned post of non executive category in substantive grade (S-3) will include basic pay (in the scales of pay revised for non executives w.e.f 1-1-2012), Industrial Dearness Allowance(AICPI-198, Base 2001=100), reimbursement of local travelling expenses and other facilities such as Medical Facility for self and family, Provident Fund, Gratuity (as per ceiling prescribed under Payment of Gratuity Act 1972) , LTC, etc., as per rules of the company. In addition, House Rent Allowance will be paid after completion of training period only where company accommodation is not available.

7. **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. 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 / her 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 from date of application.
- Candidates should have latest passport size coloured 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.
- After applying online, the candidate is required to download coloured system generated **Registration Slip** with unique registration number and other essential details.
- Candidates are not required to send any document to RDCIS-SAIL at this stage. The candidates will be allowed to appear in the Written Test only if they possess the valid Admit Card with coloured Photo which will be available for downloading from the SAIL website as per schedule indicated below.

8. **APPLICATION FEE & MODE OF PAYMENT OF APPLICATION FEE**

Category	Application Fee
UR / OBC Candidates	Rs.250

SC/ST/PwD candidates are exempted from payment of application and processing fee.

Payment through online A/c provided in application site:

The application/processing fee can be made by using debit card/ credit card/ Internet Banking online through 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. On successful completion of the transaction, e-receipt and application form will be generated; which may be printed for record. If the online transaction is not successfully completed, please register again and make payment online.

In case a candidate deposits the fee in a wrong account, or doesn't finally submit the application form with payment details, RDCIS will not be responsible. There will not be any other mode of collection of application/ processing fee. 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.

9. 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 coloured printing of admit card/interview call letter/ any other information shall be of the candidate. RDCIS-SAIL 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.

10. GENERAL CONDITIONS

- i) Candidates must be an Indian national possessing requisite qualification from an Institute recognised 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 during the interview and any candidate, who fails to produce the same, will not be allowed to appear for interview. Therefore candidates are requested to ensure their eligibility before applying.
- iii) Candidates belonging to reserved category can also apply for unreserved post, provided they meet parameters specified for unreserved posts.
- iv) RDCIS-SAIL will not undertake detailed scrutiny of applications for eligibility and other aspects at the time of written examination, and therefore, the candidature is accepted only provisionally. The candidates are advised to go through the eligibility criteria and satisfy themselves that they are eligible for the concerned posts, before applying. Copies of supporting documents will be sought only from those candidates who are declared successful in the written test. When scrutiny is undertaken, if any claim made in the application is not found substantiated, the candidature will be cancelled and RDCIS-SAIL's decision will be final.
- v) While applying the candidates should enter their full name as it appears in the matriculation/secondary certificate.
- vi) Candidates claiming benefit of reservation should submit Caste Certificates in the format for appointment to posts under Government of India/ Central Government/ Central Public Sector Undertaking (**format available in our website www.sail.co.in**) issued by a Revenue Officer not below the rank of Tehsildar.
- vii) If the SC/ST 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.
- viii) 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.

- ix) Ex-servicemen are required to produce Civil Equivalence Certificate of his / her qualification from the competent authority at the time of interview.
- x) Candidates sponsored by Local Employment Exchange will have to apply in the prescribed format in the prescribed system along with requisite application/processing fees failing which they will not be considered. As indicated, there will not be any other mode of application than the one describe above.
- xi) 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. RDCIS-SAIL reserves the right to reject the applications and no communication in this regard will be made with the applicant.
- xii) The posts advertised are tentative. RDCIS-SAIL reserves the right to fill or not to fill all or any of the above positions without assigning any reason whatsoever. RDCIS-SAIL is not liable to compensate the applicant for the consequential damages, if any, arising out of the aforesaid.
- xiii) Mere fulfilling of the eligibility criteria will not entitle the applicant to be considered for the selection process. Decision of RDCIS-SAIL shall be final in this regard.
- xiv) 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.
- xv) Bringing influence at any stage of the selection process will disqualify the candidate.
- xvi) The advertisement is available on SAIL website: www.sail.co.in link "**Careers**". Any subsequent changes if made in the employment notice, it shall be communicated through the website. Candidates are advised to keep themselves updated of the changes if any.
- xvii) Candidates employed in Govt. Departments/PSUs/Autonomous Bodies will have to produce NOC from the present employer at the time of Interview.
- xviii) No request for change of examination centre will be entertained after final submission of application form. However, RDCIS-SAIL reserves the right to cancel or add any center depending on the response in that area/centre.
- xix) Laptops, mobiles, wrist watches, calculators, scales, and other electronic gadgets will not be allowed within the premises of examination centre.
- xx) Candidates should retain their copy of Pay in Slip and Registration Slip as they can be asked to produce it for future reference. Only original Registration Slip (no photocopy) shall be accepted. In case of any over writing or tampering of Registration Slip, candidature of the candidate shall be rejected.
- xxi) Court of jurisdiction for any dispute will be at Ranchi.

11. IMPORTANT DATES:

1	Starting date for submitting applications through website	:	05/01/2015
2	Closing date for submitting applications through website	:	05/02/2015
3	Starting date for downloading of Admit Card from SAIL website for written examination	:	Will be communicated through SAIL Website
4	Date of Written Test	:	Will be communicated through Admit Card