



STEEL AUTHORITY OF INDIA LIMITED

(A Government of India Enterprise)

SAIL REFRACTORY UNIT

BOKARO STEEL CITY , 827004, JHARKHAND, INDIA

Advt. No. SRU/ Rectt/2014-15/01

Date: 23/02/2015

SAIL, a *Maharatna Company*, and a leading steel making company in India with a turnover of Rs.51866 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.

1. **SAIL REFRACTORY UNIT (SRU)**, a unit of SAIL, invites online applications from eligible candidates for the following posts in its manufacturing units: SRU Bhandaridah Plant located in *Bhandaridah, Dist. Bokaro, Jharkhand*; SRU IFICO Plant at Marar & SRU Ranchi Road Refractory Plant at Ranchi Road, both in Ramgarh District in Jharkhand and SRU Bhilai Refractory Plant at Bhilai in Chhatisgarh. The details are as follows:

Sl. No.	Name of the Post, Grade, No. of Posts and Reservation	Qualification/ Experience	Upper Age Limit [^]	Minimum post – Qualification experience
1	Dy. Manager (Production) E-3 grade 04 (Four) Posts; (3 UR and 1 OBC Backlog)	Bachelor's Degree in Ceramic Engineering with minimum, 65% marks average of all semesters from AICTE approved college or recognized University / Institution	37 years	7 Years in executive cadre of a Public Limited Company (both Public and private Sectors)/ Govt organization in manufacturing/ application/ marketing of refractory materials like Magnesite Carbon/Silica/Basic/Fireclay /High Alumina bricks or monolithics/masses

[^] Age as on the first day of February 2015.

Note: SC/ST/OBC candidates can apply against the unreserved posts provided they fulfill the eligibility criteria for unreserved category.

Note: OBC candidates belonging to 'Creamy layer' are not entitled for OBC reservation and relaxation 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 1.04.2014) 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.

2. **RELAXATIONS:** Upper age limit relaxable by 3 years for OBC (Non-creamy layer) with respect to posts reserved for them. Relaxation in age for Ex-servicemen shall be as per Government Directives. Those domiciled in the state of Jammu & Kashmir from 01.01.80 to 31.12.89 will be allowed 5 years relaxation in upper age limit. Relaxation/reservation to ex-servicemen will be as per Government Guidelines.
3. **SELECTION PROCEDURE:** Eligible candidates will be required to appear in Written Examination. On the basis of their performance in the Written Examination, they will be called for interview. Weightage of marks for written test and interview will be 80:20. Information for written test and interview will be provided on our website at www.sail.co.in.
4. **PHYSICAL STANDARDS:** Candidates will be required to meet requisite physical standards laid down by the Company for being considered for the post.

Physical Standards:

Parameters	Male	Female
Height	155cms	143cms
Weight	45kgs	35kgs
Chest Measurement	75 cms., On expansion 79 cms.	70 cms., On expansion 75 cms
Distant Vision	6/9 Both eyes (with or without glasses)	6/9 Both eyes (with or without glasses)
Near Vision	Power Glass (if worn): not more than +2.5D	Power Glass (if worn): not more than +2.5D
Colour Vision	Normal	Normal

Before applying, candidates must ensure that they possess the above mentioned Physical Standards. Selection of candidates is subject to being found medically fit by the Medical Board of the Company as per the prescribed rules of the Company.

5. **PROBATION:**The selected candidates shall be placed under probation for one year before confirmation.
6. **EMOLUMENTS AND OTHER BENEFITS:**

The emoluments for the post of Dy.Manager (Production) includes basic pay (pay Scale of Rs.32900-3%- 58000), Industrial DA, perquisites under the cafeteria approach and other facilities such as medical benefits for self and dependent family members, contributory Provident Fund,

Gratuity and Leave Encashment as per rules of the company. In addition, House Rent Allowance will be paid only where company accommodation is not available.

7. APPLICATION & PROCESSING FEE:

Post	Category	Application & Processing Fee
Dy.Manager (Production)	General/OBC	Rs.500/-
	Departmental candidates	Rs.100/- (only processing fee)

SC/ST/PwD candidates are exempted from payment of Application & Processing fees.

8. HOW TO APPLY: Eligible and interested candidates would be required to apply online through SAIL's website: www.sail.co.in at the link "Career with sail". No other means/mode of application will be accepted.

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 the 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:

- 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) Candidates are not required to send any document to SAIL Refractory Unit 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.
- d) The application being online, if during verification of documents prior to interview, it is found that the candidate does not possess the required eligibility criteria, he/she will not be allowed to appear in the interview.

Further, 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 the candidate fails to produce valid documentary proof in support of his eligibility.

9. MODE OF PAYMENT OF APPLICATION/PROCESSING FEE:

The application/ processing fee can be paid 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 portal, following the instructions available on the screen. No change/editing will be

allowed thereafter. **On successful completion of the transaction, Registration Slip with Unique Transaction Number and Application Number will be generated, which may be printed for record.** If the online transaction is not successfully completed, candidates will be required to register again and make online payment. If the candidate does not receive the registration slip with unique transaction no. his/her online application will not be considered complete and he/she has to make payment again. Failed Transaction amount will be automatically refunded to same A/c from which payment was originally made, within seven working days.

While submitting the application online, candidates should note the following:

- After applying online, candidate is required to download the system generated **Registration Slip** with Unique Transaction Number, Application Number and other essential details and retain a copy of the same.
- Candidate must enter his/her name as it appears in the educational certificate of Matriculation or equivalent examination. In case of change of name at a later stage, necessary documentary proof to be submitted at the time of interview.
- Candidates are not required to send any document for appearing in the written test. However, candidates shortlisted for interview would be required to furnish documents regarding proof of date of birth, qualification, experience, category, etc. at the time of interview as per intimation given to the shortlisted candidates.
- Category (General/SC/ST/OBC) once submitted in the application can not be changed and no benefit of other category will be subsequently available.
- While filling the 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.

10. IMPORTANT

All correspondence with candidates shall be done through e-mail 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. SAIL, SRU 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. The advertisement is available at SAIL website www.sail.co.in. Any subsequent changes, if made in this advertisement, employment notice shall be communicated through this website only. Candidates are advised to keep themselves abreast of changes, if any.

11. GENERAL CONDITIONS

1. Candidate must be Indian Nationals possessing requisite qualification from an Institute recognised by State Government/Central Government.
2. 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 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. .
3. Certificates of SC/ST/OBC candidates should have been issued by the appropriate authority (as per the prescribed proforma given on SAIL website www.sail.co.in).

4. OBC candidates belonging to 'Creamy Layer' are not entitled for OBC reservation and relaxation 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 the company's website www.sail.co.in at the time of interview.
5. If SC/ST/OBC certificate has been issued in a language other than English/Hindi, the candidate will be required to submit a self certified translated copy of the same either in English or Hindi.
6. Ex-servicemen are required to produce civil equivalence certificate of his/her qualification from the competent authority at the time of interview.
7. Eligible employees of SAIL may also apply as departmental candidates. Departmental candidates, if any, will have to produce NOC from the Head of Personnel of Plant/Unit that the candidate is working in.
8. Candidates employed in Government Departments/PSUs/Autonomous Bodies will have to produce NOC at the time of interview and release order at the time of joining.
9. Candidates possessing qualification through Distance Mode/Correspondence Course/Off Campus are not eligible to apply.
10. At the time of interview, if the certificates brought by the candidates are not in English or Hindi, they should be accompanied with self attested translated English/Hindi copies.
11. SAIL Refractory Unit reserves the right to reject the applications that are not complete or do not confirm to the eligibility requirements and no communication in this regard will be made with the applicants.
12. Candidates are not required to send any documents to SAIL. The candidates will be allowed to appear in the Written Test/Interview only if they possess the valid Photo Admit Card which will be available for downloading from the website.
13. The posts advertised are tentative. SAIL/SRU reserves the right to fill or not to fill all or any of the above positions without assigning any reason whatsoever. SAIL/SRU is not liable to compensate the applicant for the consequential damages, if any, arising out of aforesaid.
14. Physical Standards indicated above are minimum 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.
15. If the candidates do not fulfil any of the conditions given in the Employment Notice, his/her candidature will be cancelled at any stage, whenever the discrepancy is noticed.
16. Candidates trying to use influence or unfair means will be disqualified from selection.
17. 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.
18. No request for change of Examination Centre will be entertained after final submission of application form. However, SAIL/SRU reserves the right to cancel or add any centre depending on the response in that area/centre.
19. Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of the Examination Centres.
20. Only original Registration Slip (no photocopy) shall be accepted. In case of any overwriting or tampering of Registration Slip and Admit Card, the candidature of the candidate shall be rejected. Candidates should retain a photocopy of their Registration Slip for future reference.
21. 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, SRU reserves the right to reject the applications and no communication in this regard will be made with the applicant.

22. Only those candidates who accept the terms and conditions in this advertisement need apply.
23. In case of any dispute, the case shall be settled in the Courts of Bokaro Steel City only.

IMPORTANT DATES

Starting date for submitting applications through website	23 rd February 2015
Closing date for submitting applications through website	23 rd March 2015

